

# Primary Turnaround Workstreams

Workstreams	Priority Goals for Planning Period
<p><b># 1</b> Secure turnaround leadership &amp; create professional teaching team</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Recruit principals and top school leaders with turnaround expertise/training as necessary</li> <li><input type="checkbox"/> Turnaround teams (with district leaders and partner organization) evaluates the needs and strengths of the schools and community, develops comprehensive plan for cluster</li> <li><input type="checkbox"/> District adopts election-to-work agreement for Zone cluster; principals, leadership teams, teachers shape staffing in accordance with needs of the turnaround plan</li> <li><input type="checkbox"/> Teams spend part of summer preceding first implementation year in intensive planning, staff development, team-building</li> </ul>
<p><b># 2</b> Develop systems to deliver engaging and personalized instruction</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Define educational approaches that engage all students through relevance and student-centered instruction, linked to a robust, rounded curriculum aligned to standards</li> <li><input type="checkbox"/> Create a system for short feedback loop assessment of learning; and adjustment of instruction, with embedded opportunities in the schedule for re-teaching, enrichment</li> </ul>
<p><b># 3</b> Develop systems to mitigate the impact of adversity</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Create student advisory programs that are central to school structures and schedules, and include an adult advocate assigned to each student from day 1</li> <li><input type="checkbox"/> Create a case system for monitoring, addressing student social needs, in partnership with social service and community organizations and outreach programs to families</li> </ul>
<p><b># 4</b> Shape schedules and structure to support streams 2-3</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Create schedules, incorporating additional time and reallocating existing time, that directly serve the purposes of the turnaround plan (i.e., engagement of students, personalization of instruction, active learning, professional learning communities)</li> <li><input type="checkbox"/> Set up structures and incentives to ensure order, safety and a positive school climate, and make these visible to community</li> </ul>