Intervention Models: Key Differences

Turnaround/Re-staffing (14 schools)	Transformation (4 schools)
▶ Replace at least 50 percent of the staff. Staff hired as part of broader reform effort may be included in the replacement numbers ▶ Provide social emotional and community-oriented services for students	• Use evaluations that include student growth as an evaluation component • Implement strategies to recruit, place, and retain effective staff • Identify and reward school staff who improve student achievement and identify and remove those who do not • Provide mechanisms for family and community engagement

Intervention Models: Required Components

	Restaffing	Transformation
Replace the principal unless principal is found to have experience and skills needed to successfully implement model	X	X
Adopt a new governance structure	X	
Implement a new or revised instructional program	X	X
Implement strategies to recruit, place, and retain effective staff	X	X
Provide ongoing, high-quality, job-embedded professional development	X	X
Promote the continuous use of student data	X	X
Increase instructional time for students and time for collaboration and professional development for staff	X	X
Replace at least 50 percent of the staff	X	
Provide social emotional and community-oriented services for students	X	
Ensure that the school receives ongoing, intensive technical assistance and related support		X
Use rigorous, transparent, and equitable evaluation systems for teachers and principals		X
Include student growth as an evaluation component		X
Identify and reward school staff who improve student achievement and identify and remove those who do not		X
Provide mechanisms for family and community engagement		X

Intervention Models: Permissible Components

	Restaffing	Transformation
Provide additional compensation to attract and retain staff	X	X
Institute a system for measuring change in instructional practice resulting from PD	X	X
Ensure that the school is not required to accept a teacher without the mutual consent of the teacher and principal (regardless of seniority)	X	X
Conduct periodic reviews to ensure curriculum is implemented with fidelity	X	X
Implement school-wide RtI model	X	X
Provide additional supports and PD to support students with disabilities and LEP students	X	X
Use technology based supports and interventions	X	X
In secondary schools: Offer opportunities to enroll in advanced coursework Improve student transition from middle to high (freshman academies); increase graduation rates; establish early-warning system to identify at-risk students	X	X
Partner with parents, faith, community based organizations	X	X
Extend or restructure school day to add time for advisory periods	X	X
Improve school climate and discipline	X	X
Expand the school program to offer full day kindergarten	X	X
Allow the school to run under a new governance arrangement	X	X
Implement a per-pupil school based budget formula weighted on student needs	X	X