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| **Turnaround Component** | **Evidence of Successful Implementation** | **Person(s) Responsible** | **Timeline** |
| Replace the principal and grant the principal sufficient operational flexibility.  | As evidence of a rigorous principal selection process, the school has maintained selection process documentation. The Network 16 Academic Content Liaisons will provide group professional development as well as individual support to teachers throughout the school year. Evidence of successful implementation includes: Network 16 sign-ins, SANE documents from professional development sessions, and observation sheets from SIG walks.  | Monique Armstrong, FCE SpecialistTenia Rogers, HC Specialist Dan Oliver, Math ACLMelissa Loftus, ELA ACL | June 2012August 2012-June 2013 |
| Screen all existing staff and rehire no more than 50 percent; and select new staff.  | School leaders will utilize PBES to formally monitor teachers and will provide evidence of all observations and evaluations. Daniel Brown from Teach for America will be present in the building weekly to provide support to resident teachers. Documentation of successful implementation includes feedback forms filled out for each teacher. The Network 16 Executive Director will maintain documentation on monthly dyad and triad meetings with the principal to review the SPP. The principal of Booker T. Washington will maintain records of monthly CAO’s Leadership Academy. The Central Support Team will maintain documentation of monthly SIG walks. The Human Capital Specialist will maintain documentation such as e-mails and rosters on voluntary transfers and assisting school leadership in accessing new teacher candidates.  | Debbie Thomas, PrincipalNneka Barnett, Assistant PrincipalJodi Buckson, Assistant PrincipalDaniel Brown, Teach for AmericaRoger Shaw, Executive DirectorDebbie Thomas, PrincipalKate Dachille, SpecialistWendy Gigler, Network 16 Human Capital Specialist | Timeline as determined with BTU from August 2012-June 2013August 2012-June 2013 |
| Implement such strategies as financial incentives, increased opportunities for promotion and career growth.  | Booker T. Washington Middle School will maintain a copy of the MOU with the BTU that outlines the extended day program and what teachers should be compensated for as well as the extended day schedule. The school will also provide SIG targets and comparison data. Staff will be compensated accordingly if SIG targets are met. The school brought teachers back two days early in the summer of 2012 in order to participate in professional development and other team-building activities. The school will maintain sign-in sheets, agendas and evaluations related to these days.  | Nneka Barnett, Assistant Principal | August 2012-June 2013 |
| Provide staff with ongoing, high-quality, job-embedded professional development that is aligned with the school’s comprehensive instructional program.  | Job-embedded professional development is built into the master schedule at Booker T. Washington Middle School. The school will provide the schedule and related SANE documents from meetings. The Network 16 Academic Content Liaisons will provide group professional development as well as individual support to teachers throughout the school year. Evidence of successful implementation includes: Network 16 sign-ins, SANE documents from professional development sessions, and observation sheets from SIG walks.School leaders will utilize PBES to formally monitor teachers and will provide evidence of all observations and evaluations. The Network 16 Executive Director will maintain documentation on monthly dyad and triad meetings with the principal to review the SPP.  | Debbie Thomas, PrincipalNneka Barnett, Assistant PrincipalJodi Buckson, Assistant PrincipalDaniel Brown, Teach for AmericaDan Oliver, Math ACLMelissa Loftus, ELA ACLKate Dachille, SpecialistKim Ferguson, Turnaround DirectorNicole Hankerson, TeacherDemetria White, Ed Associate | August 2012-June 2013 |
| Adopt a new governance structure.  | The Director of Turnaround Initiatives will participate in the SIG walks to monitor grant implementation. Documentation will include SIG walk template and sign-in.  | Kim Ferguson | August 2012-June 2013 |
| Use data to identify and implement an instructional program that is research-based and “vertically aligned”.  | Booker T. Washington has opted in to Agile Minds and the literacy model. Evidence of successful implementation will include curriculum assessments, benchmark data and lesson plans.  | Nneka Barnett, Assistant PrincipalJodi Buckson, Assistant PrincipalDaniel Brown, Teach for AmericaNicole Hankerson, TeacherAshley Perkins, TeacherAnthony Pena, Ed Associate | August 2012-June 2013 |
| Promote the continuous use of student data (such as from formative, interim, and summative assessments) to inform and differentiate instruction.  | Teachers will analyze data and evidence of successful implementation will include SANE documents from meetings. The Network 16 Academic Content Liaisons will provide group professional development as well as individual support to teachers throughout the school year. Evidence of successful implementation includes: Network 16 sign-ins, SANE documents from professional development sessions, and observation sheets from SIG walks. | Debbie Thomas, PrincipalNneka Barnett, Assistant PrincipalJodi Buckson, Assistant PrincipalDaniel Brown, Teach for AmericaDemetria White, Ed AssociateDan Oliver, Math ACLMelissa Loftus, ELA ACL | August 2012-June 2013 |
| Establish schedules and implement strategies that provide increased learning time.  | Booker T. Washington Middle School’s extended day schedule will be provided as evidence of successful implementation of the school’s extended learning time.  | Debbie Thomas, PrincipalNneka Barnett, Assistant PrincipalJodi Buckson, Assistant PrincipalCleo Duckett, Staff Associate | August 2012-June 2013 |
| Provide appropriate social-emotional and community-oriented services and supports for students.  | The Educational Associate will maintain conference forms and SWISS data. The Network 16 Student Support Liaison will produce documentation from regular visits. SANE documentation will be provided for PBIS trainings. Fliers, photographs, programs and other documentation will be provided as evidence of community events.  | Debbie Thomas, PrincipalNneka Barnett, Assistant PrincipalJodi Buckson, Assistant PrincipalAnthony Pena, Ed AssociateLaurie Lynn Sutton, Network 16 Student Support LiaisonRonald McFadden, TeacherRobert Johnston, TeacherLori Goodman, Teacher | August 2012-June 2013 |