

SELF-ASSESSMENT: SCHOOL TURNAROUND LEADER ACTIONS

	I am not comfortable taking these actions.	I will need training and support to take these actions.	I have taken some of these actions.	I have effectively taken most/all of these actions before.	I have effectively taken these actions in a turnaround school.
1. Focus on a Few Early Wins; Use the Momentum * Collect and analyze data * Make action plan based on data * Focus on a few early wins in year 1					
Examples:					
2. Lead a Turnaround Campaign * Communicate a positive vision * Gain support of key influencers * Silence critics with speedy success * Help staff personally feel problems					
Examples:					
3. Get the Right Staff; Right the Remainder * Require all staff to change * Make necessary staff and leader replacements					
Examples:					
4. Drive Decisions with Open-Air Data * Measure and report progress frequently * Require decision-makers to share data and solve problems					
Examples:					

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5. Break Organization Norms * Deviate from rules and norms to achieve success					
	Examples:				
6. Do What Works; Raise the Bar * Focus on successful tactics; halt others * Resist touting progress as ultimate success					
	Examples:				

For more about staffing models that create teams of teacher-leaders to support school turnaround principals, see OpportunityCulture.org.