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# 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.** |
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| 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**
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| Examples:   |
| Lead a Turnaround Campaign* **Communicate a positive vision**
* **Gain support of key influencers**
* **Silence critics with speedy success**
* **Help staff personally feel problems**
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| Examples:   |
| Get the Right Staff; Right the Remainder* **Require all staff to change**
* **Make necessary staff and leader replacements**
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| Examples:   |
| Drive Decisions with Open-Air Data* **Measure and report progress frequently**
* **Require decision-makers to share data and solve problems**
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| Examples:   |
| Break Organization Norms* **Deviate from rules and norms to achieve success**
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| Examples:   |
| 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**](http://opportunityculture.org/).