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