

Examination of Alternatives

Districts and campus intervention teams should consider all possible turnaround strategies for schools that persistently struggle to deliver improved results for students. The appropriate turnaround strategy for a particular campus will depend upon analysis of school performance data, school performance trends, building utilization or enrollment trends, the success or failure of previous improvement efforts, and the local context. Below is a table describing the possible actions that districts could consider. Districts that select a School Action turnaround strategy can and should consider applying for grant funds from the TEA School Action Fund.

Turnaround Strategy Type	Turnaround Strategy	Description
School Improvement	Improve foundational practices at the campus	<ul style="list-style-type: none"> • Use the results of the Effective Schools Framework diagnostic and root cause analysis to improve ESF-related practices at the campus.
School Action	Create a new school	<ul style="list-style-type: none"> • Conduct a new school design process, ensuring that the plan for the new school addresses the levers of the ESF. • Launch a new district-managed school, with new school leadership, new staff, a new academic model, and a phase-in of grade levels. • Ensure that students in the current IR campus(es) are given priority in enrollment in the new school.
School Action	Create a new school, managed as a partnership	<ul style="list-style-type: none"> • Identify or develop a non-profit school management organization to partner with the district to develop a new school, ensuring that the levers of the ESF are addressed in the new schools. • Launch a new in-district charter school, managed by the partner organization, that includes new school leadership, new staff, a new academic model, and a phase-in of grade levels. • Ensure that students in the current IR campus(es) are given priority in enrollment in the new school.
School Action	Replicate a great school	<ul style="list-style-type: none"> • Identify an existing high performing district campus. • Support the campus leader to develop the capacity to replicate the successful campus. • Launch a second campus as an in-district charter school, managed by the originating principal. • Ensure that students in the current IR campus(es) are given priority in enrollment in the replicated school.

School Action	Restart a low-performing school, using a strategic staffing model	<ul style="list-style-type: none"> Restart the existing campus with new school leadership and majority of new staff, providing incentives for the highest performing teachers in the district to work on the campus. Implement a rigorous ESF-aligned school model.
School Action	Restart a low-performing school, managed as a partnership	<ul style="list-style-type: none"> Identify or develop a non-profit school management organization to partner to manage the existing campus. Authorize the partner organization as an in-district charter school.
School Action	Redesign a low-performing school	<ul style="list-style-type: none"> Conduct a new school design process, ensuring that the plan for the new school addresses the levers of the ESF. Launch a redesigned district-managed school with the existing campus staff, but with a new academic model.
School Action	Close a low-performing school	<ul style="list-style-type: none"> Close the low-performing campus and reassign students to higher performing (A or B rated) campuses or new or replicated campuses.

Districts that select any of the School Action turnaround strategies should contact the TEA Division of System Support and Innovation at dssi@tea.texas.gov for additional information and support. Districts should plan to submit grant applications to the School Action Fund for campuses that meet eligibility criteria for resources to support such actions.

Rationale for the election of a school turnaround strategy

Which school turnaround strategy has the campus intervention team selected?

Improve foundational practices at the campus

Describe why the campus intervention team selected this turnaround strategy.

The campus team feels that after self-reflection, new and improved strategies can be implemented on the campus with district support that will enable the campus to improve outcomes for students and staff.

If you have selected a School Improvement turnaround Strategy: continue to Section IV tab.

If you have selected a School Action turnaround strategy: continue to Section V tab.