

Components of the Four Federal Intervention Models

There are four federal intervention models: turnaround, transformation, closure, and restart.

The closure model does not require any of the components below, but does require that students are sent to schools in the district that are high achieving.

The restart model has the district convert the low achieving school and reopen under a charter organization (not authorized in Washington) or education management organization, which is a non-profit or for profit organization that provides whole school operation services to a district (permissible in Washington). Organization must be selected through a rigorous review process. A restart must enroll within grades it gives any former student who wishes to attend the school.

X = required O = permissible		
Turnaround Transformation		
Hiring, developing, and retaining great principals and Turnaround leadership		
Replace principals (for transformation model the principal will not be replaced if he/she has been involved in recent whole school improvement)	X	X
Provide principals with flexibility in hiring and retaining staff, scheduling, and budget to improve student achievement outcomes and high school graduation rates	X	X
Adopt a new governance structure to address turnaround of schools (may hire a chief turnaround officer to report directly to the superintendent)	X	O
Hiring, developing, and retaining great teachers		
Screen all staff, rehiring no more than 50 percent	X	
Implement new strategies for hiring and retaining effective teachers (financial incentives, career ladders)	X	X
Use locally adopted competencies to measure effectiveness of staff who can work in turnaround environment	X	

X = required O = permissible		
	Turnaround	Transformation
Identify and reward school leaders and teachers who have increased student achievement and graduation rates and identify and remove those who have not	O	X
Use rigorous, transparent, and equitable evaluation systems for teachers and principals that take into account student growth data and other multiple measures such as observation based assessment, collections of professional practice and increased high school graduation rates	O	X
Provide a bonus to recruit and place a cohort of high performing teachers together in a low achieving school	O	O
Institute a system for measuring changes in instructional practices resulting from professional development	O	O
Ensure school is not required to accept a teacher without mutual consent of teacher and principal, regardless of teacher's seniority	O	O
Provide staff with high quality, job embedded professional development	X	X
Implement a rigorous research-based curriculum aligned with standards, assessments, curriculum framework, instruction, materials and interventions		
Use instructional program that is research-based and vertically aligned to each grade and state standards	X	X
Promote continuous use of student data to inform and differentiate instruction to meet academic needs of individual students	X	X
Conduct periodic reviews to ensure curriculum is implemented with fidelity	O	O
Implement a school-wide response to intervention model	O	O
Provide additional support and professional development to teachers to support students with disabilities and ELL students	O	O

X = required O = permissible		
	Turnaround	Transformation
Use and integrate technology based supports and interventions as part of instructional program	O	O
Increase graduation rates	O	O
Increase rigorous, advanced courses	O	O
Improve student transition from middle to high school	O	O
Establish early warning systems	O	O
Increase number of advanced high rigor courses in turnaround high schools	O	O
Use student data		
Provide ongoing mechanisms for family and community engagement	X	X
Promote continuous use of student data (formative, interim, and summative assignments) to inform and differentiate instruction	X	X
Provide increased learning time and create community oriented schools		
Establish schedules and strategies that provide increased learning time in all subjects for a well rounded education as well as enrichment and service learning. Increased learning time includes longer school day, week or year schedule to increase total number of school hours	X	X
Provide appropriate social-emotional and community-oriented services and support for students	X	X
Partner with parents and parent organizations, faith and community based organizations, health clinics, and other state/local agencies	O	O
Extend or restructure the school day	O	O
Implement approach to improve school climate and discipline	O	O

X = required O = permissible		
	Turnaround	Transformation
Expand pre-kindergarten and full day kindergarten	O	O
Provide Operational Flexibility and Sustained Support		
Give school sufficient operational flexibility (staffing, calendar, budget)	X	X
Ensure schools receive intensive ongoing technical support form districts, states, and external partners	O	X
Allow school to be run through a new governance arrangement such as a turnaround division though the state or local district	See page 1	O
Implement a per-pupil school based budget formula that is weighted, based on student needs	O	O

Examples of new schools under turnaround or restart could be a theme such as STEM or dual language academy.