



Non-Negotiable Actions and Interventions for SIG Priority Schools

Non-Negotiable Actions and Interventions for Priority Schools	Turnaround Principles
1. Assess the performance of the current principal. If necessary, replace the principal. Work collaboratively with GaDOE to develop criteria for selection of an effective turnaround principal and include GaDOE representative when conducting interviews and making selections.	Turnaround Principle 1
2. Work collaboratively with GaDOE to analyze data and root causes to identify actions, strategies, and interventions for the school improvement plan.	
3. Participate in required professional learning provided by the GaDOE.	Turnaround Principle 2
4. Hire an instructional coach to engage teachers in school-based, job-embedded professional learning. (Optional for SIG 1003(g) schools unless using the State Directed Model.)	
5. Work collaboratively with GaDOE to screen teachers transferring to the priority school.	
6. Provide increased learning time for all students.	Turnaround Principle 3
7. Provide time during the regular school day for teachers to collaboratively plan instruction to address the content of the Georgia Standards of Excellence and student learning needs.	
8. Offer Flexible Learning Programs. (N/A for SIG 1003(g) schools.)	
9. Implement the GaDOE Georgia Standards of Excellence frameworks in ELA and Mathematics as well as other available core academic areas.	Turnaround Principle 4
10. Participate in a state-led Georgia School Assessment on Performance Standards (GSAPS) Analysis.	Turnaround Principle 5
11. Develop and implement short-term action plans to achieve the goals in the school improvement plan.	
12. Develop a leadership team and meet a minimum of two times per month to develop and implement short-term action plans and monitor implementation of the school improvement plan.	
13. Analyze teacher attendance and develop an action plan for improvement if needed.	Turnaround Principle 6
14. Analyze student attendance and develop an action plan for improvement if needed.	
15. Identify students who are at-risk of not graduating and develop an action plan of action for supporting those students.	
16. Analyze student discipline referrals and develop a plan for improvement if needed.	
17. Develop and implement a plan for student, family, and community engagement.	Turnaround Principle 7
18. Ensure that parent notices and family engagement components are adequately adopted in Flexible Learning Programs. (N/A for SIG 1003(g) schools.)	
<p>Priority Schools will be assigned a GaDOE school effectiveness specialist to provide support and technical assistance with implementation of the non-negotiable actions and interventions. In addition, a GaDOE lead effectiveness specialist will regularly monitor implementation of the non-negotiable actions and interventions. Priority Schools that begin to implement one of the seven SIG models or interventions aligned with the turnaround principles will continue to do so for a period of up to five years. The web-based system Indistar© will be used as a platform for assessing and monitoring the school improvement process and for creating short term action plans.</p>	



Richard Woods, Georgia's School Superintendent
"Educating Georgia's Future"

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Additional Non-Negotiable Actions, Interventions and Assurances For SIG 1003(g) Schools	Turnaround Principles
The SIG 1003(g) school must:	
1. Administer benchmark framework assessments and analyze results to guide instruction.	Turnaround Principle 5
2. Address targeted areas from the GSAPS through short-term action plans.	
3. Establish SMART annual goals for student achievement on the State's assessments in both reading/language arts and mathematics and measure annual progress on the leading indicators.	
4. Implement Teacher and Leader Effectiveness Systems (TKES and LKES).	Turnaround Principle 2
5. Provide incentives/rewards to highly effective teachers and high-performing turnaround principals.	
6. Develop a process for removing teachers who after ample opportunity have not improved.	
7. Ensure that all teachers on staff are "highly qualified."	Turnaround Principle 3
8. Provide increased learning time as defined in the SIG Guidance (March 1, 2012 and/or March, 2015). The increased learning time must include a minimum of 60 additional hours added to the school year for all students.	
9. Provide relevant, ongoing, high-quality, job-embedded professional development to all staff which may include common planning time.	Turnaround Principle 2
The LEA must:	
10. Maintain a high-performing turnaround principal in the SIG school, and provide the principal operational flexibility in the areas of scheduling, staff, curriculum, and budget. If replacing the principal, GaDOE representation must be included in the interview and hiring process to provide approval of a new turnaround principal.	Turnaround Principle 1
11. Modify practices and policies that interfere with the implementation of the 1003(g) School Improvement Grant. (remove barriers)	Turnaround Principle 5
12. Ensure all funds will be used in accordance with the guidance requirements of the School Improvement Grant (SIG) 1003(g).	
13. Monitor and evaluate SIG funded external providers/vendors to ensure quality performance.	
<p>In addition to the Priority Non-Negotiable Actions and Interventions, SIG 1003(g) schools must adhere to the SIG 1003(g) Additional Non-Negotiable Actions, Interventions, and Assurances. Further, the LEA must collaborate with representation from GaDOE to monitor the SIG school to determine whether the school is implementing the intervention model with fidelity, making progress on the leading indicators described in the US ED SIG 1003(g) Final Requirements, and meeting the annual goals established by the LEA for student achievement. The LEA will submit the required district monitoring reports via Indistar©.</p> <p>The LEA will monitor and evaluate the actions the school(s) have taken, as outlined in the approved SIG application, to sustain the reforms after the funding period ends and that it will provide technical assistance on how they can sustain progress in the absence of SIG funding.</p>	