

SCHOOL  
TURNAROUND

# 7 SMART QUESTIONS

TO ASK A SCHOOL  
TRANSFORMATION ORGANIZATION

**BEFORE**

*YOU WRITE THEM  
A CHECK*



## WE DEVELOP EDUCATIONAL LEADERS TO IMPROVE STUDENT ACADEMIC PERFORMANCE

There are many capable students in schools, across the nation, that are underperforming and falling behind on statewide assessments.

Several factors may contribute to low student achievement: 1. poverty, 2. mindset, 3. lack of parental involvement or, 4. Ineffective instruction.

Although there are countless reasons, the real tragedy is that hundreds of students continue to fall further behind.

Each year, districts hire school transformation organizations to come in, train their staff, and improve the academic achievement of their students. That said, not all school transformation organizations are created equal. School Turnaround's mission is to support leaders to eliminate those blockers and significantly increase student achievement within 2 years.

If you've never explored school training options before, you may not know where to start. That is why we created this guide!

### **Below are the seven questions you must ask before hiring a school transformation organization.**

As you interview different organizations, keep these questions handy.

The more you learn, the more you'll realize why we are the market leaders in school training and transformation services and why we can **guarantee** results for you like no one else (or you don't pay a dime).

**Interested in a school transformation program? Send me an email at [mtoliver@rinstitute.org](mailto:mtoliver@rinstitute.org).** I would be honored to serve you.

Mildred Toliver  
**School Turnaround, President**

## QUESTION #1:

# "HOW DO YOU DEFINE SUCCESS?"

## HOW SOME DEFINE SUCCESS

Many school transformation organizations define success broadly (if they do at all). They will use terms like "improvement", which begs the question, "What does improvement mean, and how can we know if we improved in a significant way?" When choosing a transformation organization, your primary outcome should be focused on data that meets each state's benchmarks targets.

## HOW WE DEFINE SUCCESS

To begin the process, we walk alongside the school leaders, using data to set academic targets. This makes it easier for us to define success. While we average 10.2% in annual achievement gain, we have experienced as much as a 50% increase in some schools.



## QUESTION #2:

# "HOW LONG DOES IT TAKE TO SEE RESULTS?"

## HERE'S WHAT'S SCARY...

If success isn't defined (as mentioned in question #1), it's hard to determine how long it takes to see results because you aren't certain on what results you're looking for. If you speak to a school transformation organization that can't answer this, you risk wasting your money on a service that can't deliver.



## HERE'S WHAT WE RECOMMEND

While nothing happens overnight, a proven, turnaround framework shouldn't take long to see results in. At School Turnaround, we **guarantee** results in **two years** or less, and we do that based on numerical, data-driven targets that are realistic and attainable. On average, schools **improve 10.2% annually**, and in some cases, we've helped schools **improve over 50%** in their students' standardized assessments.



# #3

## QUESTION #3:

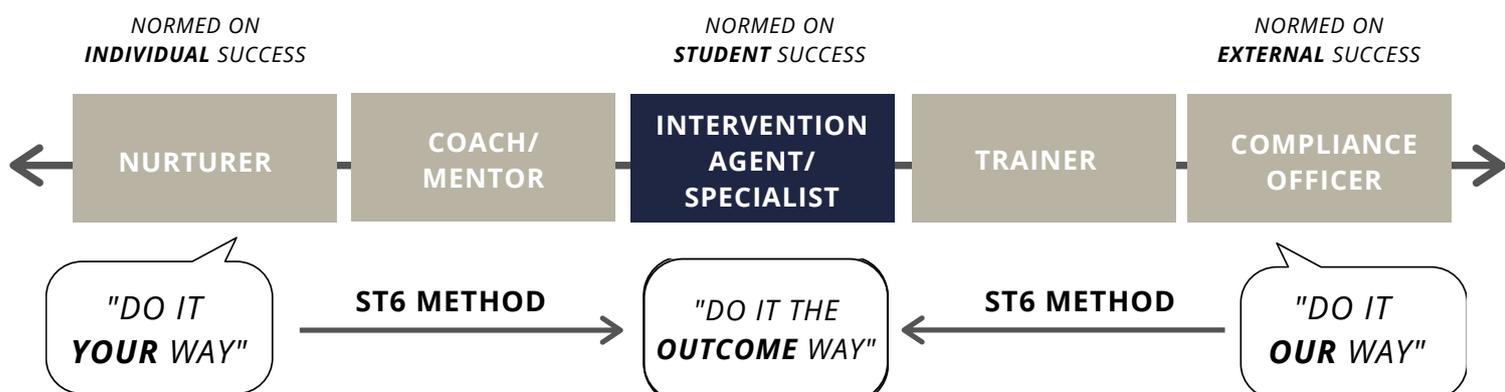
# "WHAT IS YOUR LOGIC MODEL?"

## CURRENT STANDING

Logic models are hypothesized descriptions of the chain of causes and effects leading to an outcome of interest. There are many ways to help students achieve, but some of those models aren't helpful or sustainable for the long-term.

## HERE'S HOW WE APPROACH IT

Our theory of change is normed on student success; we don't come in as a nurturer, coach, mentor, trainer or compliance officer. We are intervention agents & specialists, and thus, we are results/outcomes focused.



QUESTION #4:

DO YOU HAVE A  
TRACK RECORD  
OF SUCCESS?

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#4  
#4

**WITH THE ST6  
METHOD, STUDENT  
ACHIEVEMENT  
IMPROVES  
GUARANTEED**

Low results = 0-3%

Average = 4-7%

High = 7% and above

**10.2%**

Average  
annual gain

**52%**

The amount we've helped some  
schools achieve in just two  
years

**SOME SCHOOLS HAVE  
ACHIEVED EVEN  
GREATER GAINS IN  
JUST TWO YEARS**

QUESTION #5;

# #5 DO YOU MEASURE PRINCIPAL GROWTH? IF SO, HOW?

## **SOME ORGANIZATIONS DON'T FOCUS ON THIS**

Many companies come in without a true focus on the root cause of the issues. The problem with this is that if the leadership isn't equipped, behavior changes won't stick and school performance won't improve. A "bottom-up" approach from students (or teachers) to leadership simply doesn't work.

## **HERE'S WHAT WE DO TO PARTNER WITH PRINCIPALS**

Each of our principals identify one to two turnaround behaviors to work on for the year, and principals use a reflective process three times a year to document growth using our leadership rubric. At the end of year two in our partnership, 100% of principals hit their leadership targets which results in increased school performance...**100%** of the time.



# #6

QUESTION #6:

# "DO YOU HAVE A TRACK RECORD OF SUCCESS?"

## HOW SOME COMPANIES TRAIN:

Many educational companies provide consultants that understand theory and may have even been school leaders. They stick teachers and administrators in a room and lecture them on hypothetical solutions that may work based on what they've read; Unfortunately, many of them have never turned around low-performing schools in high risk areas.



## HERE'S A BETTER WAY...

If you want to learn, you want to learn from an expert who has been successful. **Every single one of our specialists have personally transformed a school or district** and they know what it takes to get results in yours too! Failing schools don't need more committees, programs and ideas. We need leaders equipped with tactics, focus and energy to break underperformance and dramatically improve academic results.





## QUESTION #7:

# "IF THIS DOESN'T WORK, CAN I GET MY MONEY BACK?"

## TIME IS MORE VALUABLE THAN MONEY

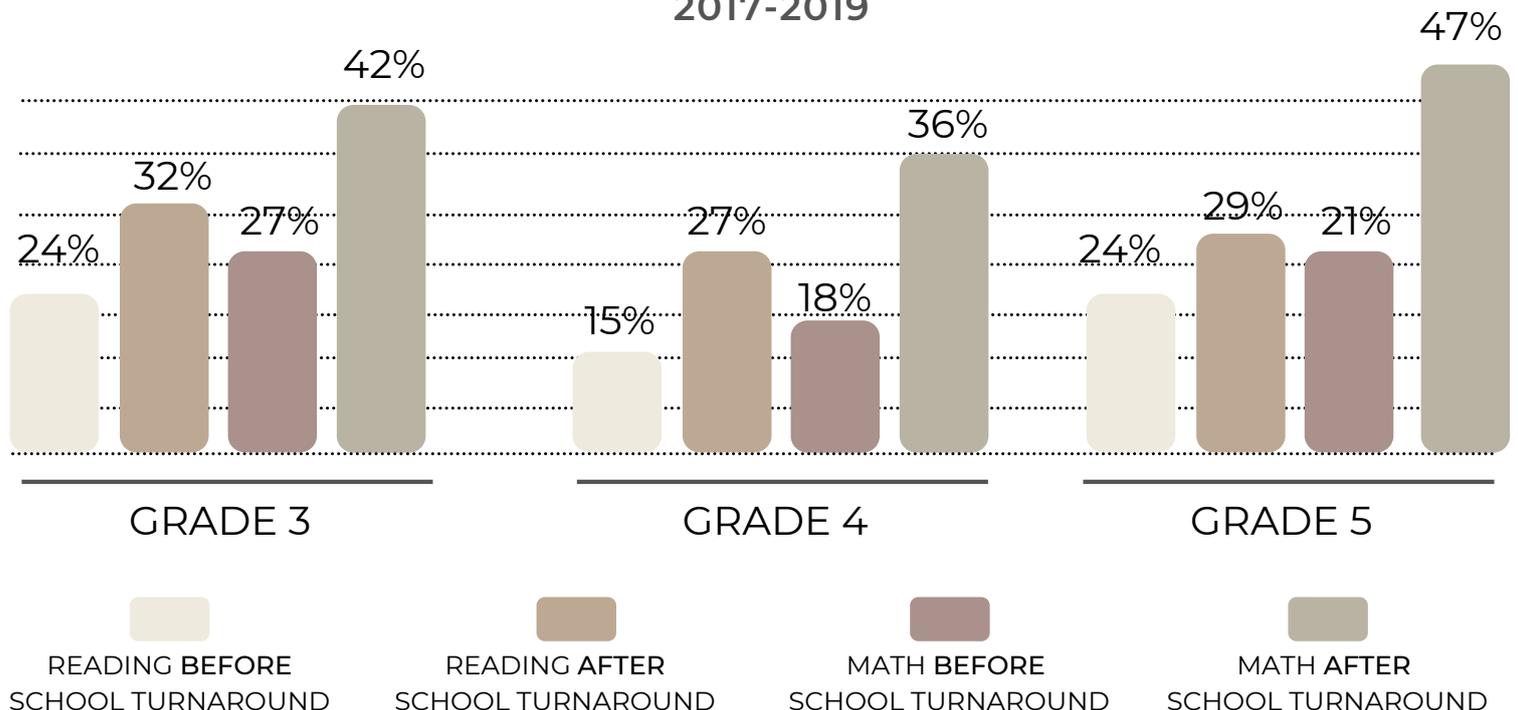
When you work with a company that doesn't deliver, you've lost your money, and while that's tragic, it doesn't compare to the lost time and opportunities that are suffered by your students. After all, students are only in 4th grade once—and it's our duty to make sure that every year counts by making everyday count.

## CURRENT STANDING

We offer a fully guaranteed warranty. If we do not deliver targeted, pre-determined results for your school within two years, we give you all of your money back. That said, we've helped over 270 schools in 47 school districts over the last 20 years, and we've **never** had to refund a customer. If you want guaranteed results, School Turnaround is the no-brainer option for you! Here are some results from a recent turnaround:

## SCHOOL TURNAROUND IN GUILFORD, NC

2017-2019



# let's talk next steps

Interested in school turnaround services? Let's have a 30 minute strategy call about it. Simply go to [schoolturnaround.org](http://schoolturnaround.org) and schedule one based off of your availability. A member of our team will assess your needs and give you next steps!