

School Turnaround Pilot Program Act

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Agenda

- Overview of the School Turnaround Pilot Program Act
- Statutory Requirements
- Timeline and Milestones



Overview

Overview

- The School Turnaround Pilot Program Act (Chapter 578 of the Public Acts of 2021, now codified in T.C.A. § 49-6-3701 to 3708) was passed by the Tennessee General Assembly in spring 2021.
- The School Turnaround Pilot Program (pilot) is a four-year program for five priority schools across the state to partner with an independent school turnaround expert and a locally appointed School Turnaround Committee to create and implement an innovative school turnaround plan to be implemented in school years 2022-25.
- The success of the pilot will be measured at the end of the 2024-25 school year by comparing student performance outcomes of the five priority pilot schools to the student performance outcomes of non-pilot priority schools.



Statutory Requirements

Statutory Requirements - Department

Departmental statutory requirements include:

- Creation of a four-year school turnaround pilot program beginning with the 2021-22 school year
- Development of the Model School Turnaround Plan
- Procurement of qualified school turnaround experts
- Selection of five priority schools that are diverse in grade levels to participate in the pilot program
- Approval of the school turnaround plan
- Monitoring of the implementation of the school turnaround plan
- Evaluation of progress and development of yearly progress report and final report
- Development of a grant to fund the contract payment to the turnaround expert
- Creation of an implementation grant

Statutory Requirements- Local Education Agency (LEA)

LEA Statutory Requirements include:

- Appointment of the School Turnaround Committee
- Initiation of contract with the turnaround expert
- Approval of the School Turnaround Plan
- Managing contract payment to the turnaround expert
- Managing implementation grant

Statutory Requirements- School Turnaround Committee

School Turnaround Committee statutory requirements include:

- Recommend partnership with turnaround expert
- Assist with the development of the school turnaround plan
- Submit the school turnaround plan to the Implementation of the school turnaround plan
- Monitor progress of and revise school turnaround plan as needed throughout the school year

Statutory Requirements-School Turnaround Expert

School turnaround expert statutory requirements include:

- Collecting and analyzing data on the achievement, personnel, culture, curriculum, assessments, instructional practices, governance, leadership, finances, and policies of the school
- Recommending changes compliant with state and federal law to the school's culture, curriculum, assessments, instructional practices, governance, finances, policies, or other areas based on data collected
- Developing and implementing, in partnership with the school turnaround committee, a school turnaround plan
- Monitoring the effectiveness of a school turnaround plan through various means of evaluation, including, but not limited to, on-site visits, observations, surveys, analysis of student achievement data, and interviews
- Providing ongoing implementation support and project management for a school turnaround plan
- Providing ongoing high-quality professional development and personalized coaching to the principal and instructional staff



School Turnaround Plan

Elements of the Model School Turnaround Plan include:

- Findings of the comprehensive school analysis
- Recommendations regarding changes to the school's personnel, culture, curriculum, assessments, instructional practices, governance, leadership, finances, policies, or other areas that may be necessary to implement the school turnaround plan
- Measurable student achievement goals and objectives
- A professional development plan that identifies strategies to address problems of instructional practice
- A leadership development plan focused on strategies to turn around the school
- How progress will be monitored and assessed
- How data on progress will be communicated and reported to stakeholders
- A timeline for implementation that aligns with the timelines established for the pilot program

Procurement of Qualified School Turnaround Experts

The department conducted a Request for Qualifications (RFQ) in August 2021 and identified two turnaround experts that had following minimum qualifications:

- A credible track record of improving student academic achievement in public schools with various demographic characteristics, as evidenced by statewide assessment results
- Experience designing, implementing, and evaluating data-driven instructional systems in public schools
- Experience coaching public-school administrators and teachers on designing and implementing data-driven school turnaround plans
- Experience collaborating with the various education entities that govern public schools
- Experience delivering high-quality professional development and coaching in instructional effectiveness to public school administrators and teachers
- Ability to travel to a school in need of intervention regardless of the school's location

Pilot Schools

District	School	School Turnaround Vendor
Hamilton County Schools	Orchard Knob Middle School	Ed Direction
Jackson-Madison County Schools	Lincoln Elementary School	Ed Direction
Memphis-Shelby County Schools	Hawkins Mill Elementary	Cognia
Memphis-Shelby County Schools	Trezevant High School	Cognia
Metro Nashville Public Schools	Jere Baxter Middle School	Ed Direction



Implementation Grants

- The department allocated \$1,666,680 from Title 1 A School Improvement funds for a Turnaround Pilot Plan Grant to support the implementation of evidence-based strategies outlined in the school turnaround plan.
- Funds were allocated on a per pupil formula.

District	School	Allocation
Metro Nashville Public Schools	Jere Baxter Middle School	\$ 365,790.00
Hamilton County Schools	Orchard Knob Middle School	\$ 300,000.00
Jackson-Madison County Schools	Lincoln Elementary School	\$ 364,920.00
Memphis-Shelby County Schools	Trezevant High School	\$ 400,000.00
Memphis-Shelby County Schools	Hawkins Mill Elementary School	\$ 235,970.00
Total Allocation		\$ 1,666,680.00



Contract Payment

Participating districts receive grants from the department to pay the independent turnaround experts. The contract payments are structured as follows:

- The school turnaround expert receives the initial fifty percent (50%) of the payment due for all services provided under the contract on a prorated basis over the term of the contract; and
- The remaining fifty percent (50%) of the payment due to the school turnaround expert for all services provided under the contract is not paid until the end of the school turnaround pilot program, but such payment is only rendered if the pilot school meets the priority school exit criteria by the end of the 2024-25 school year.



Annual Progress Report

- The department is required to file an annual progress report with the education committees of the Tennessee General Assembly that addresses the implementation and effectiveness of the school turnaround plans implemented by the pilot schools.

Year 1 Progress: 2021-22 School Year

School	TVAAS	TCAP Success Rate	Chronically Out of School	ELA TCAP Proficiency Rate	Math TCAP Proficiency Rate
Jere Baxter Middle School	5	4.2%	46.5%	5.8%	2.8%
Orchard Knob Middle School	3	6.8%	51.9%	6.5%	7.4%
Lincoln Elementary School	1	4.4%	56.6%	7.1%	3.0%
Hawkins Mill Elementary School	5	11.3%	13.6%	12.2%	9.7%
Trezevant High School	3	10.7%	29.4%	16.8%	5.2%

Year 2 Progress: 2022-23 School Year

School	TVAAS	TCAP Success Rate	Chronically Out of School	ELA TCAP Proficiency Rate	Math TCAP Proficiency Rate
Jere Baxter Middle School	3	4.6%	38.3%	6.3%	2.5%
Orchard Knob Middle School	3	4.6%	51.2%	4.4%	5.1%
Lincoln Elementary School	5	9%	40.6%	11.5%	5.8%
Hawkins Mill Elementary School	5	20.1%	7.1%	21.1%	16.9%
Trezevant High School	3	25%	30.3%	16.6%	4.6%

Final Report

The department will file a final report with the education committees of the Tennessee General Assembly by October 1, 2025, that compares the student performance outcomes for the pilot schools and for the non-pilot schools and compares the outcomes for each of the pilot schools in need of intervention, identifying:

- How the school turnaround plans developed by the pilot schools that met the priority school exit criteria during the pilot program differ from the pilot schools that did not meet the priority school exit criteria during the pilot program
- How the pilot schools that did not meet the priority school exit criteria during the pilot program improved, if at all, during the pilot program
- Make recommendations as to whether the school turnaround plans developed as part of the pilot program should be replicated in non-pilot schools

Questions

Appendix: Implementation Timeline

Implementation Timeline

Date	Milestone
August 23-30, 2021	Met with Director of Schools
September 1, 2021	Official notification of Pilot Schools
September 30, 2021	School Turnaround Committee established by districts
November 2021	Grant awarded to fund school turnaround expert
November 30, 2021	Districts and schools contract with school turnaround expert
March 1, 2022	School Turnaround plan submitted to local board of education by district
April 1, 2022	Final turnaround plan submitted to the department for approval by district
May 1, 2022	Approval of turnaround plan by department
May 1, 2022 – May 2025	Districts and schools implement turnaround plan



Ongoing Milestones

Date	Milestone
July	Department awards the annual funding for LEAs to contract with the turnaround expert
August	Updated Turnaround Plans submitted to the department. Schools submit Turnaround Committee form with updates, Department approves revisions to Turnaround Plans
August - May	Department conducts 30-day interval progress monitoring and school site visits
October	Turnaround Pilot Yearly Report submitted to Education Committee
December	Turnaround expert submission mid-year progress summary report
April	Schools conduct annual comprehensive school analysis
May	Department conducts End of the Year staff survey, principal and district interviews