



Brophy, McCarthy, Wilson Schools Collective Turnaround Plan 2017-2018
High Leverage Goals and Levers

High Leverage Goal 1

Shared leadership with Instructional Leadership Team [ILT] and Grade Level Teams focused on improving student achievement (Turnaround Practice 1)

Lever 1.1: Collective, distributed leadership structures for improving student achievement: collaborative planning, PLCs, instructional leadership teams

Lever 1.2: Cohesive instruction through frequent and timely formative feedback on best practice and what rigorous instruction looks like: Administration and peer observation and formative feedback focused on high quality instruction levers

High Leverage Goal 2

Shared understanding of high quality instruction including content, instructional strategies, and pedagogy by all staff and executed in all classrooms and instructional settings (Turnaround Practice 2)

Lever 2.1

Deepen content knowledge in ELA and Math standards and shifts: knowledge of the progression of standards across grade levels

Lever 2.2

Collaborative lesson planning and reflection: grade level collaboration to develop, implement, reflect, and refine common lessons and the use of a common learning plan template; use of a common learning plan template

Lever 2.3

Multiple, varied groupings with meaningful learning tasks: supporting all students in academics and social emotional development are part of the design

Lever 2.4

Assessments to differentiate and adjust instruction: use of assessments to adjust practice

Collective Turnaround Plan Implementation

Focus - on the high leverage goals

Extraordinary results can only be achieved when you are clear about what matters most.

Leverage - act on lead measures

Find real leverage and use it to produce extraordinary results.

Engagement - keep a compelling scoreboard

Shift from authority-driven compliance to passion-driven commitment.

Accountability - create a cadence of accountability

Shared accountability and follow through, despite a whirlwind of competing priorities.

McChesney, Chris, Sean Covey, and Jim Huling. The 4 disciplines of execution: achieving your wildly important goals. New York: Free Press, 2016. Print.