

Transformation Schools - What Does This Mean To Me?

Is being a member of a Turnaround/Transformation School a punishment?

Being part of a Turnaround or Transformation School team is a career-defining moment for quality educators who want to be part of dramatic positive change on a school campus. It will not be an easy assignment, but it will make a tremendous difference in the lives of thousands of children.

Cimarron-Memorial and Sunrise Mountain High Schools, along with Elizabeth Wilhelm Elementary School are the District's newest Transformation Schools, continuing a program that has shown improvement in underachieving schools – including increased graduation rates, improved attendance, and a renewed sense of school pride and excitement.

What is a Turnaround and Transformation School?

Turnaround and Transformation Schools are schools that have chronically under-performed and are in need of a renewed focus that puts an emphasis on helping students achieve and grow.

How are schools selected for this designation?

Before a school is selected for Turnaround or Transformation, District leadership conducted an extensive internal and external review. This process consisted of a review of student academic data and one-on-one conversations with teachers and administration as well as classroom observations. This information was then studied to determine the schools that would benefit the most from being included in the Turnaround Zone as a Transformation school.

How will things be different at my school, now that it is a Turnaround/Transformation school?

This unique designation brings with it additional resources and opportunities for improved student achievement. These additional resources and opportunities have shown success on nearly a dozen CCSD campuses including Hancock Elementary and Chaparral and Western High Schools, whose re-energized students and staff accomplishments have been documented by local news reports and national education representatives.

Who will serve as principal to lead my school?

New school principals will be named to lead the positive transformation and will develop school improvement plans with the support of the staff and the entire Turnaround Team.

Will I lose my job?

We assure our valuable staff they will not lose their job as a result of this process. Moving forward, staff input will be utilized in the decision process regarding their position at that school site.

New principals and school improvement plans will be in place prior to voluntary transfer season, giving everyone ample opportunity to contemplate their options. As we work through this process we remain focused on ensuring all staff works in an environment that fosters their special talents and allows them to thrive; this may include moving to a new school site.

As a teacher at a Turnaround/Transformation school, what kind of support will be provided?

The District takes an approach to Turnaround and Transformation that provides a structure that includes the following:

- Professional development to increase effective instructional techniques in all classrooms and builds capacity of all staff;
- Collaborative planning so that every teacher understands the unique and individual needs of their students and capitalizes upon the talents of the teachers on team;
- Targeted, specialized support to meet the needs of students – getting away from a one size fits all approach to education; and,
- Consistent support and monitoring of staff and student progress.

What are the next steps as we move forward with this process?

Next steps include the following:

- Naming a new principal in the next several weeks;
- Conducting information sessions designed to answer your questions and hear your thoughts;
- Hosting meetings with student leaders to ensure that our students understand what is taking place;
- Developing the school improvement plan;
- Providing parents with opportunities to help improve their schools; and,
- Assembling a team that is “all-in” for the transformation of the school.