



Turnaround School Operator Frequently Asked Questions

Universal Questions

Q: What is the timeline for the turnaround process?

A: Turnaround School Operators will spend the rest of this academic year evaluating and planning in preparation for the 2012-2013 academic year. Lead Partners will spend a few months integrating themselves into the school and assessing its needs before beginning to provide services.

Q: What occurs during the transition year?

A: During the transition year, Turnaround School Operators will complete four phases of work, each of which is designed to contribute to the development of a comprehensive school turnaround plan.

- In phase one, the Turnaround School Operator will reach out to key stakeholders, including community members, to acquire a full assessment of the school.
- In phase two, the TSO will develop and begin to implement plans for evaluating staff.
- In phase three, the TSO will conduct a thorough evaluation of the school's core components such as curriculum, professional development, and community partners.
- Utilizing information gathered from the first three phases, the TSO will create a school turnaround plan in phase four that comprehensively describes its plan for transforming the school.

Q: How will the state pay for these interventions?

A: The Indiana Department of Education will support the implementation of these interventions with school improvement funds. The Turnaround School Operators will utilize ADM funds when providing direct service in the 2012-2013 academic year.

Q: How will Turnaround School Operators and Lead Partners be held accountable for their progress?

A: Turnaround Academies operated by TSOs will be evaluated under the state's accountability system as any other public school would. Working with the TSOs and Lead Partners, the Indiana Department of Education will establish annual goals for student achievement and growth as well as other key indicators of success such as non-waiver graduation rate and the percentage of students passing Advanced Placement exams.

Q: Who do I talk to if I have questions or suggestions?

A: Please contact the Office of School Improvement and Turnaround at turnaround@doe.in.gov.



Turnaround School Operator Frequently Asked Questions

Teacher Focused Questions

Q: At the end of the transition year, what is the hiring/rehiring process?

A: During the observation year, Turnaround School Operators will thoroughly and fairly evaluate each staff member. Each Turnaround School Operator will submit its staff evaluation plans and procedures to the Indiana Department of Education for review and approval prior to implementation. Turnaround School Operators will have the flexibility to build the most effective staff, utilizing returning and new teachers.

Q: How will teachers in turnaround schools be evaluated and compensated?

A: Teachers in turnaround schools will be evaluated as in any other public school in Indiana. All corporations must develop an evaluation and compensation plan that complies with Senate Enrolled Act I. This includes using evidence-based methods that provide teachers meaningful and prompt feedback designed to improve their classroom effectiveness. These evaluations must be annual, include objective measures of student achievement and growth, and rate teachers in one of four categories. While compensation models will vary by turnaround school operator, each will reward teachers for student growth and achievement.

Q: If the curriculum changes, when will teachers have access to new materials?

A: During the observation year, Turnaround School Operators will rigorously review the school's curriculum and make appropriate modifications. Turnaround School Operators will work closely with teachers as soon as possible to provide training and access to updated curriculum.

Q: Will teacher benefits and pensions continue?

A: If employed by a Turnaround School Operator, the teacher's salary and benefits will be provided by this organization. Teachers may continue to participate in TERF.



Turnaround School Operator Frequently Asked Questions

Family Focused Questions

Q: Will I be required to keep my student in their current school?

A: All families in the state of Indiana have diverse options from which to select the most appropriate education for their child. Families may keep their child at their current school, apply to a charter or magnet school, attend a voucher-approved private school or apply to transfer to a school outside of their district.

Q: Will the school continue to have extra-curricular activities?

A: The Turnaround School Operator (TSO) will strive to maintain established extra-curricular programs and activities that are beneficial to the students in the school.

Q: At the end of the observation year, what will happen to my student's teacher?

A: The TSO will comprehensively and fairly evaluate each staff member by the end of the observational year, in order to create the most effective staff of teachers.

Q: Will the school continue to have honors, Advanced Placement, or International Baccalaureate classes?

A: In order to ensure college-readiness, programs that enhance academic excellence will not only be maintained, but expanded.

Q: Will the school continue to offer elective courses such as band and choir?

A: During the observation year, the TSO will determine which electives will be offered based on capacity, with the understanding that well-established elective programs benefit both students and the community.

Q: Will the school's name change?

A: The goal of the TSO is to reinvigorate the current program while preserving the heritage and pride of the school and community. Therefore, the school's name will not change.

Turnaround School Operator Frequently Asked Questions

Community Partner and Vendor Focused Questions

Q: Will my program continue or be cut?

A: All programs will be evaluated by the Turnaround School Operator (TSO) for their effectiveness during the observational year.

Q: How do I engage the TSO to continue or introduce my program?

A: The TSO will have a heavy onsite presence throughout the observational year to build relationships with community partners and programs currently active at the school. During the school year, the TSO will reach out to all program representatives. New programs will have ample opportunities to engage with and present their ideas to the TSO for consideration.