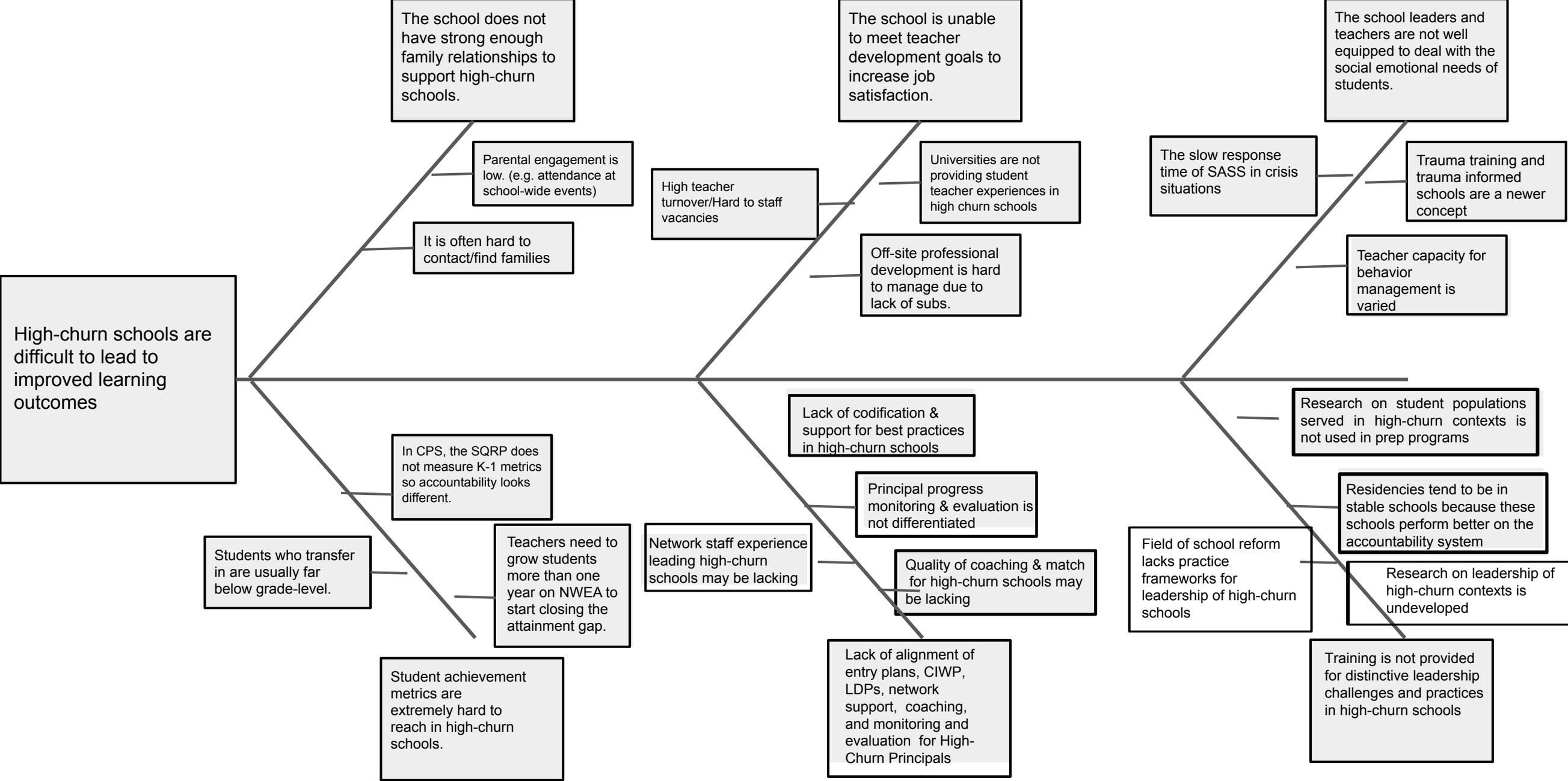


# Artifact #3: LLIFT P-3 Fishbone May 2019



High-churn schools are difficult to lead to improved learning outcomes

The school does not have strong enough family relationships to support high-churn schools.

The school is unable to meet teacher development goals to increase job satisfaction.

The school leaders and teachers are not well equipped to deal with the social emotional needs of students.

Students who transfer in are usually far below grade-level.

In CPS, the SQRP does not measure K-1 metrics so accountability looks different.

Lack of codification & support for best practices in high-churn schools

Field of school reform lacks practice frameworks for leadership of high-churn schools

Student achievement metrics are extremely hard to reach in high-churn schools.

Teachers need to grow students more than one year on NWEA to start closing the attainment gap.

Network staff experience leading high-churn schools may be lacking

Lack of alignment of entry plans, CIWP, LDPs, network support, coaching, and monitoring and evaluation for High-Churn Principals

Principal progress monitoring & evaluation is not differentiated

Quality of coaching & match for high-churn schools may be lacking

Research on student populations served in high-churn contexts is not used in prep programs

Residencies tend to be in stable schools because these schools perform better on the accountability system

Research on leadership of high-churn contexts is undeveloped

Training is not provided for distinctive leadership challenges and practices in high-churn schools

Parental engagement is low. e.g. attendance at school-wide events

It is often hard to contact/find families

High teacher turnover/Hard to staff vacancies

Universities are not providing student teacher experiences in high churn schools

Off-site professional development is hard to manage due to lack of subs.

The slow response time of SASS in crisis situations

Trauma training and trauma informed schools are a newer concept

Teacher capacity for behavior management is varied