

## Turnaround Leader

Research collected over the last several decades suggests that effective turnaround leaders can drastically influence student learning and increase overall school performance. A turnaround leader sets ambitious goals, persists in the face of adversity and has an exceptional drive to succeed.

The focus of the Turnaround Principal Institute is to identify, develop, and support turnaround leaders.

The professional development is aligned to turnaround leader actions and competencies that predict the performance of a leader toward dramatic school improvement that is quick, documented, and sustained. The institute will provide the most up to date research known in the area of school turnaround and is designed to leverage competencies that maximize leader effectiveness toward creating a high performing school system (*Public Impact, 2009*).



## Our Motivation

A new and more rigorous accountability system focused on postsecondary readiness for all Texas public school students has drastically impacted the districts and campuses that are identified as needing improvement. Region one campus leaders in persistently low performing (Focus and Priority) schools will experience systemic and customized support that will help build the internal capacity necessary to support and sustain effective school turnaround.

Building upon a proven record of responsiveness to schools in need of improvement, Region One ESC has established the **Center for Excellence in School Turnaround** to support leaders in challenging school settings. The goal is to identify, support and develop leaders who can drastically turn around systems in need of improvement toward high performance and improved student achievement for all students. This innovative program will create a pipeline of turnaround leaders through a sustainable and systemic approach for the identification, selection, and development of school leaders.

Through collaborative partnerships with nationally recognized researchers, the capacity of the Region One ESC turnaround team was supported and expanded to further enhance the innovative and customized professional development offered through the Center for Excellence in School Turnaround. Recognizing the need to make a long-term impact on student achievement by preparing leaders to serve in a turnaround setting, the Turnaround Principal Institute was introduced.

### LEADER COMPETENCIES



## Are You a Turnaround Leader?

What actions must happen for a turnaround leader to succeed? Cross-sector research suggests that turnaround leaders possess a common skill set of actions. Focusing on leader actions and aligning research based turnaround competencies to those actions can predict performance and improve the selection and development of a turnaround leader (*Public Impact, 2009*).

Do you possess this common skill set of actions imperative to a turnaround setting?

The Center for Excellence in School Turnaround offers high quality, customized and data driven professional development for leaders who demonstrate the skill set required to lead a unique turnaround setting.

What makes the Turnaround Principal Institute different?

Participation in the Turnaround Principal Institute is contingent upon the results of a comprehensive process, the Behavior Event Interview (BEI) will be used to identify potential candidates. The content of the four day institute is customized to each participants' strengths based on data gathered from the BEI.



For more information about the Turnaround Principal Institute or other Region One Turnaround Center initiatives, contact the Region One ESC Center for Excellence School Turnaround:

Belinda S. Gorena  
(956) 984-6173  
bgorena@esc1.net

Kelly VanHee  
(956) 984-6190  
kkvanhee@esc1.net