



Questions To Consider When Selecting an Improvement Program

Once a school's strengths, weaknesses and most pressing needs have been identified, the staff should seek solutions from among those replicable, research-based programs that have a record of success in similar situations. The following guidelines suggest a process for voting for change and "opt-out" procedures for any staff members who choose not to accept the decision of their peers.

Voting for Change

Have team members been provided with enough information to make an informed choice from among research-based improvement models?

Have staff members been furnished with accurate information about research results, costs and any additional professional development, curriculum materials or other assistance that might be necessary for the faithful implementation of each program?

Do the programs or strategies under consideration address the specific needs of the school, use data and examples to illustrate how the program can help raise student achievement, and provide a realistic description of what a faithful implementation would involve?

Have staff representatives been provided opportunities to make site visits to school sites where the programs under consideration are being implemented?

Has staff had an opportunity to vote to adopt research-based models by secret ballot?

Have programs been adopted by a majority vote?

"Opt-Out" Procedures

Have faculty who wish to opt out of the program been offered transfer opportunities?

Have district administrators considered recruiting teams of "master teachers," who have training and experience in the selected model, to assist the schools in need of improvement?