Accelerate Framework

▌ There is a **NEED** to increase the number of gap closing schools.

▌ The Accelerate Framework is based on patterns found in successful gap closing schools.

▌ The Accelerate Framework should be used to assess a school's strengths, areas of growth, and opportunities.

▌ It is not an à la carte menu—successful schools excel at all six objectives.

▌ You must be fanatical about achieving each of the six objectives. This means internalization of objectives and drivers is necessary as a foundation.

▌ Transformational leaders are the catalyst for the school reaching its objectives. The building blocks of transformational leadership are used for reflection and growth.

Accelerate Institute®

Transformational leaders are the catalyst for the school reaching its objectives.

Change Management

| High-Performing Team | Constructive Environment | Aspirational Environment | Data-Driven Culture | Black-Belt Teaching |

Transformational Leader

OBJECTIVES	Change Management	High-Performing Team	Constructive Environment	Aspirational Environment	Data-Driven Culture	Black-Belt Teaching
	Strategic planning is used to guide change management with an 80/20 focus	The team is committed to the vision, strategies, and tactics to accomplish the goals	A highly constructive learning environment exists that supports academic productivity	A highly aspirational learning environment exists that honors student experience while inspiring future accomplishments	Assessment data is used to drive differentiation	Teachers effectively plan and implement the curriculum
DRIVERS	▌The main goal for the school and the plan to accomplish the goal has been clearly articulated. ▌The entire staff is bought into the mission and vision for the school. ▌Progress towards goals is monitored to determine effectiveness of strategies. ▌Course correction occurs as necessary to ensure that the most effective plan and strategies are implemented. ▌Staff time is appropriately focused on the annual goals and the key strategies, while managing urgent matters effectively.	▌Staff expectations and non-negotiables are clear. ▌Staff is bought into the vision of the school and is free of blockers or resistors. ▌A hiring process is conducted with clear alignment to staff expectations and non-negotiables and the school is staffed to meet the needs of the students. ▌Onboarding and development of staff is systematic, fosters buy-in and trust, and results in high levels of teacher retention. ▌Teachers are celebrated for their accomplishments and progress toward school goals. ▌Performance levels are communicated directly and promptly to all staff. ▌Staff is consistently held accountable to job expectations.	▌Expectations and behavior management systems that support high levels of academic productivity are clear. ▌The entire staff is bought into the behavior management system used to holding students accountable. ▌All classrooms have established an environment that is conducive to learning. ▌Staff members are held accountable to upholding the behavior management system and hold students accountable. ▌The behavior management system works for most students. ▌Interventions are available for students who do not respond to school behavior management system.	▌Vision, values and goals for students are clear and inspiring. ▌Students want to come to school because they feel known and cared for. ▌Students are recognized for their growth and achievement. ▌Social emotional learning curriculum helps students develop self-regulation, positive relationship building and decision making skills. ▌Exposure to college, career, and enrichment experiences outside of the school community inspires student investment in learning. ▌Families are valued for their contributions and offered opportunities to engage in the school community.	▌Purpose and expectations of schoolwide growth and interim assessment data processes are clear. ▌Staff is bought into using data to differentiate instruction. ▌Valid and reliable growth and interim assessments that match Common Core/College Readiness Standards for all grades and content have been adopted. ▌Timely, leader- and teacher-owned processes are conducted to assess, analyze, and act on data at the school-wide and individual student level. ▌Teachers are held accountable to analyzing and using data.	▌Curriculum includes a vertical scope and sequence aligned to standards and guides teacher planning. ▌Teacher and student schedules maximize student learning and teacher development. ▌Whole group instruction is engaging, rigorous and aligned to standards. ▌Students receive individualized or small group instruction based on assessment outcomes. ▌Data trends from assessments, observations, and walkthroughs are used to support teacher effectiveness through whole school professional development. ▌Staff receive frequent coaching and valuable feedback on their teaching performance.
	1	2	3	4	5	6

Accelerate Institute®

Understand all the challenges and complexities of leading in a historically underperforming, under-resourced school and neighborhood.
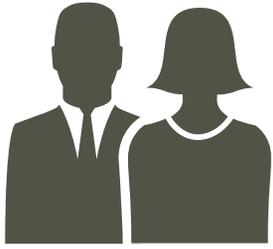
GET IT

Are goal-oriented with the ability to prioritize, while creating strong systems, structures, and processes within the school that are efficient and effective.

STRATEGIC THINKING & PLANNING

COMMUNICATION

Effectively communicate to a wide variety of audiences (parents, students, staff, etc.) in both verbal and written format.

TRANSFORMATIONAL LEADERS

Possess a clear understanding of the learning standards and effective teaching practice.

INSTRUCTION

PROFESSIONALISM

Display professionalism and maturity by meeting all deadlines and exhibiting behavior, communication, and body language that is consistently respectful and positive.

Build trust and loyalty amongst entire staff; operate with candor and transparency; leverage their strengths and emotional intelligence.

RELATIONSHIP BUILDING

COACHABILITY

Exhibit self-awareness and openness to discuss their own strengths and weaknesses and implement action steps that lead to growth.

Demonstrate persevering through challenges with a focus on the original goal.

RESILIENCE

CONFIDENCE

Stand up for beliefs and have the ability to make important decisions, even when unpopular and the leader's presence exudes a perfect balance of confidence and humility.