

Framework

Our review of the literature suggested the framework we used to guide the selection of questions and the identification of themes:

1. Instruction
 - Including high expectations for every student;
 - responsibility for performance;
 - customized instruction and interventions;
 - student engagement strategies;
 - ongoing curricular improvement;
 - maximum use of instructional time
2. Leadership
 - Including strong district/building/instructional leadership;
 - focus on learning and growth;
 - commitment to give change time;
 - persistence
3. Assessment
 - Including regular, systematic use of assessments and analysis of data;
 - identifying what is working and what is not;
 - using data in the classroom to drive improvement
4. Professional learning
 - Including ongoing, job-embedded, collaborative professional development
5. Collaboration
 - Including shared goals among teachers, principal, other staff, and parents;
 - problem solving at all levels;
 - strong staff communication
6. School climate
 - Including clear school mission;
 - order, safety, and discipline;
 - academic supports;
 - student motivation;
 - administrative and collegial support;
 - time for collaboration and teamwork;
 - student and teacher mobility;
 - connectedness and strong, positive relationships, including personal, social, and home–school;
 - salaries;
 - job satisfaction;
 - dedicated and like-minded teachers.