

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.