

**Approved Priority Partner Categories**

**School-Based District-Based**

Leadership, Shared Responsibility  Strategic Use of Human Capital

and Collaboration

High Quality Core Instruction  Organization the District

Academic Supports and Interventions for Successful Turnaround

for students

School Climate and Social-Emotional Supports

**TNTP**

**Website**: [www.tntp.org](http://www.tntp.org)

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**Founded**: 1997

**Mission/Vision Statement:**

TNTP's mission is to end the injustice of educational inequality by providing excellent teachers to the students who need them most and by advancing policies and practices that ensure effective teaching in every classroom.

**Type of Schools Served**:

K-12 public and charter

**Sample Partnerships**:

◦ ***Newark Public Schools*:** Central office redesign to support district turnaround

◦ ***Boston Public Schools:*** Instructional quality review and support developing a vision of excellent instruction

**Program Cost**:

***District advisory and strategic planning****:*

~$50,000 - $75,000

***Instructional quality review:*** ~$20,000/school

***Central office redesign:***~$175,000/year

**Summary: Organizing the District for Successful Turnaround**

TNTP brings experience in aligning three critical components to ensure our district and school partners achieve transformative results.

1. **Put human capital front and center.** District transformation efforts demand leadership talent with incredibly strong instructional vision and the ability to execute on that vision. We help develop robust human capital strategies that ensure schools have strong leaders, and effective teachers with deep content expertise.
2. **Bring coherence to the instructional vision and strategies**. Turnaround schools demand a coherent strategy centered on an academic vision that is well-integrated, rigorous, aligned and sequenced to meet the needs of the students who will be served by the school.
3. **Put the people, time, money and program for success in place**. For turnaround efforts to be successful, the policy, regulatory, collective bargaining and fiscal contexts must be addressed to strengthen autonomy and provide clearer accountability.

**Considerations for Partnership Success**

We believe the following are important conditions for success:

* **Commitment to collaboration**, transparency, and a clear understanding of the roles, responsibilities and accountability of each party involved
* **A shared understanding of overall goals**, clear roles and responsibilities, and concrete accountability mechanisms
* Access to **reliable data and regular availability** to meet with TNTP staff

**Performance Outcomes Measured Evidence of Effectiveness**

**Camden City School District**. In 2013, Camden engaged TNTP to analyze personnel challenges, make recommendations for sustainable reform and reorganize the central office. Example results from this partnership included:

* + By January 2014, the district had made nearly 200 strategic hires for key positions in its schools and central office.
  + On July 1, 2014, the new central office launched with 219 positions at a cost of $13,301,206, representing a 42 percent reduction in positions and 34% reduction in personnel costs as a result of the reorganization.
* Earlier hiring timelines
* Improved school culture
* Higher retention of top-performing teachers
* More rigorous student work
* Stronger teacher classroom practice
* Improved school leader effectiveness
* District staff capacity to sustain change
* Fiscal sustainability of district systems