

School Turnaround

Tailored support that gets results

A pathway to improvement

When students are not meeting their potential, what are the root causes? How can you turn your school around and focus on success? For schools needing targeted or comprehensive support, Cognia® has developed an effective, new approach based on the Cognia Performance Standards, the foundation that drives our improvement solutions. Seasoned Cognia staff—experienced in diverse school settings—collaborate with your team to conduct a thorough evaluation with customized interventions and support services like observations and modeling. Together, we identify areas of improvement. You set the course to improve student and school performance, and we help you implement your plan.

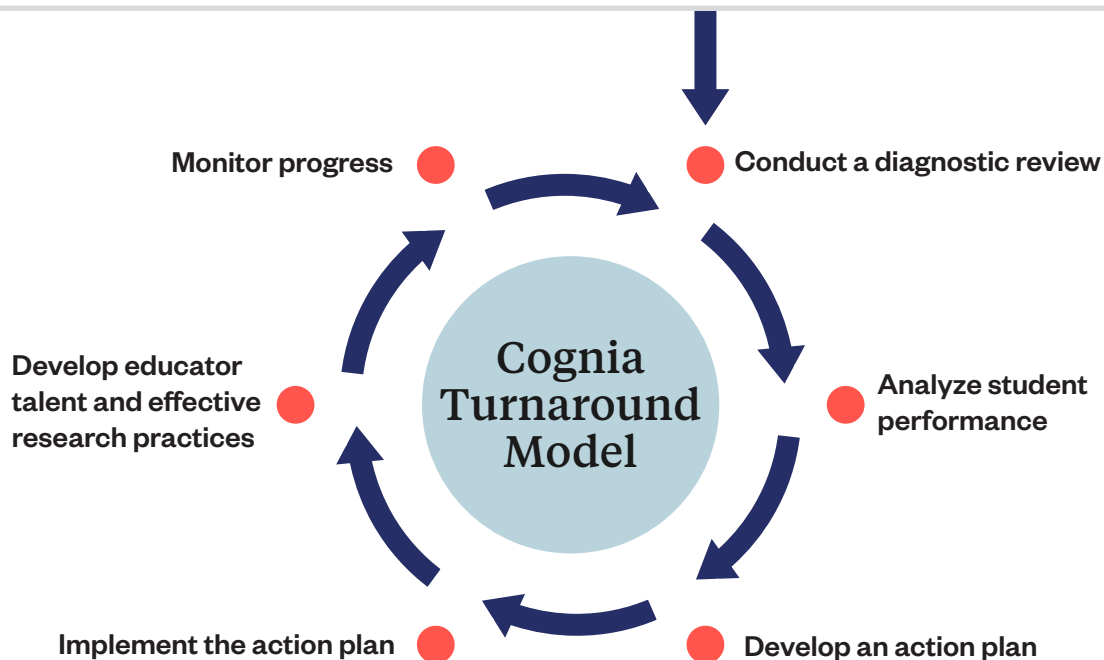
“Cognia’s unwavering support in providing innovative educational resources, professional development opportunities, and responsive customer service have significantly contributed to improving student outcomes. Their cooperative approach, tailored solutions, and continuous engagement with our educators have empowered us to overcome challenges and achieve remarkable progress.”

—Dr. Thomas D. Rogers
Assistant Superintendent
Shelby County (TN) Public Schools



A comprehensive solution

We engage two – not just one – Cognia teams to pinpoint the underlying issues and provide intensive on-site support to guide improvement. While the turnaround team builds trust and observes teaching and learning in the classrooms, the diagnostic review team simultaneously evaluates the school's overall culture and climate using Cognia tools. Then, the turnaround team works shoulder-to-shoulder alongside staff to develop and implement plans that address areas of underperformance as identified in the diagnostic review.



• Conduct a diagnostic review

Cognia performs an intensive evaluation that pinpoints the root causes of underperformance and holds collaborative conversations with all stakeholders.

• Analyze student performance data

Cognia develops a data warehouse and analyzes and synthesizes all quantitative and qualitative student performance data.

• Develop an action plan

Once data from the diagnostic review and student performance analyses is triangulated, we develop a strategic plan and set key milestones at 30, 60, and 90 days.

• Implement the plan

Alongside you, we execute the plan and evaluate it through classroom observations, teacher feedback, and leadership team conversations.

• Boost educator talent

Problem-solve teacher retention and substitute staffing challenges; develop effective instructional practices to build educator talent.

• Monitor progress

Conduct regular onsite or online check-ins to support you in reaching the established goals. Together, we celebrate success to boost staff morale and drive positive momentum.

For more information, contact turnaround@cognia.org.