

HOW TO DETERMINE WHAT SUPPORT YOUR SCHOOL NEEDS



In the work we do with school systems all across the country, the primary issues we are brought in to address are really symptomatic of larger underlying problems. This is certainly not an exhaustive list, nor is this meant to simplify or over-generalize the struggles your school may be facing.

When you work with CT3, we bring veteran educators with fresh eyes and open minds. Our aim is to really hear you, have your back, and provide the support you need now and in the future.

| <i>Symptom</i> | <i>Underlying issue</i> | <i>Potential solution</i> |
|---|--|--|
| High out-of-school suspensions | <ul style="list-style-type: none"> - Low expectations - Lack of student buy-in | <ul style="list-style-type: none"> - Relationship-building coupled with high expectations (No-Nonsense Nurturer) |
| High teacher turnover | <ul style="list-style-type: none"> - Inadequate training of new/lateral entry/emergency certified teachers | <ul style="list-style-type: none"> - Classroom management/culture (No-Nonsense Nurturer) - In-the-moment coaching structure (Real Time Teacher Coaching) |
| Low staff morale | <ul style="list-style-type: none"> - Lack of buy-in from, and "initiative exhaust" of veteran teachers | <ul style="list-style-type: none"> - School culture planning (Real Time Leadership Coaching) |
| Poor/sluggish growth | <ul style="list-style-type: none"> - Poor student engagement | <ul style="list-style-type: none"> - Improved expectations, precise directions, clear accountability systems (No-Nonsense Nurturer) |
| Poor/sluggish proficiency | <ul style="list-style-type: none"> - Lack of academic rigor and in-the-moment data | <ul style="list-style-type: none"> - Pedagogical strategies (No-Nonsense Nurturer, Real Time Teacher Coaching) |
| Insubordination | <ul style="list-style-type: none"> - Lack of transparency and availability of leadership - Poor distribution of responsibility | <ul style="list-style-type: none"> - Leadership coaching and development (Real Time Leadership Coaching) |
| Teacher-student conflict, particularly impacting historically marginalized students | <ul style="list-style-type: none"> - Lack of cultural competence - Proliferation of disempowering mindsets | <ul style="list-style-type: none"> - Relationship-building and cultural relevancy training (No-Nonsense Nurturer) |