

### Why PLA Students and Schools Are Not Successful

What do they need?	Instead, what do we give them?	What Does This Cause?
· A great Leader.	· District Puppets.	· Ambiguity, No champion.
· Building Climate.	· Poor leadership = no structure, no teacher support, no sense of hope.	· Escalated Behavior Problems · Teacher Frustration
· Smaller class sizes.	· Larger class sizes.	· Difficulty differentiating instruction · Problems recruiting teachers to priority schools
· Great Teachers	· Promote good teachers out of classroom. · No supports and interventions.	· Teacher shortage.
· Consistency/Continuity	· Change for the sake of change. · Close underperforming schools. · Bus kids to schools across town.	· No accountability. · Sweeper schools. · Trauma to students.
· Momentum.	· Poorly implemented programs pulled just as they're becoming successful.	· Children caught in spokes.
· Relationships. To feel like someone cares.	· High teacher turnover.	· Escalated Behavior Problems · No mentors. No desire to excel or please adult.
· Support	· keep kids in classroom at all costs · no interventions · Pass students along without grade level mastery.	· Escalated Behavior Problems · Teacher Burnout/Turnover · Students set up for failure
· Less test score emphasis	· Additional test prep, testing	· Loss of love of learning · Expense of meaningful instruction
· Parent involvement	· Hurdles for most disenfranchised population · Adult centered solutions	· Uninvolved parents. Blame game. · Parents demanding accountability are treated like enemy, shut out.
· More collaboration	· Competition - "choice without equity"	· False Narratives, Gaming the System, Cheating, Holding schools to same standards despite serving different populations, not having equity in student assignment, Rooting for Colleagues to fail, cross networking of programs with successful schools, loss of Cost savings thru efficiencies, duplicative systems.
· Celebrate Successes	· Labels and condemnation, micromanagement.	· Low morale, High teacher turnover, loss of momentum, loss of parental involvement, loss of community support, "flight" from district, reduced tax dollars, reduced scores, teacher

