

FORD: Summary of table output from mtg1**Option 1: Turnaround**

- For FNECC, benefits significantly outweighed challenges. Community members provided minimal output that was neutral. Alignment with Principles was not provided.
- FNECC stated as significantly weighted (5) benefits: “New leadership is critical,” “replace staff leadership;” “Provide discipline;” “leave principal he knows staff and students;” and “time to have new staff.” There is strong disagreement on replacing leadership and staff.
- The most significant challenge stated is “hiring committed teachers.” Other stated challenges include: “less time for professional development,” “parent involvement,” “resistance to change,” “new staff learning curve,” and “not enough communication with parents.”
- The community stated a need for outside evaluations by “objective evaluation firm” and affirmed some FNECC members’ stance that “finding effective teachers and administration” will be a challenge.

Option 2: Replacement

- For FNECC, benefits slightly outweigh challenges. Alignment was found with 7 of the 18 FNECC Principles (3,7,8,9,10,12,16). Community members did not provide significant output.
- FNECC states “organization: structure, cohesiveness,” “extended learning hours,” “clean start/phase out old,” and “fresh start” as highly significant (5) benefits. Other benefits stated by FNECC are “new culture,” “staff working together,” “new leadership,” and “consistent program development.” The community states “exposure to real life application” as a highly significant (5) benefit.
- FNECC stated 2 highly significant (5) challenges: “overcrowding” and “mostly ELLs.” Other FNECC challenges are “culture shock,” “meet the needs of” language learners, and “resistance by parents and students.” The community stated 2 challenges but did not give them significant weight: “quality teachers” (3) and “money” (1).
- A consideration stated was “hiring people of color.”

Option 3: Your ideas

- One respondent stated the preference for “keeping current leadership and replacing staff.” Another ranked the options: “Replacement #1, Turnaround #2.”
- One respondent advocates transformation – not a given option.
- FNECC stated two highly significant (5) benefits: “keep current leadership” and “evaluate teaching staff.”
- Community members state as benefit: “cherry pick staff.” Others state that the school “already started transforming” and to “give the school a chance.”
- Community members stated “money” as a highly significant (5) challenge.