

Characteristics of ALTs and Turnaround Teams¹

As schools enter the comprehensive support and improvement (CSI) process, successfully navigating the turnaround efforts requires clear coordination between two vital groups: the turnaround team and the advisory leadership team (ALT). The following table breaks down the distinct characteristics, membership requirements and primary duties of each team to help clarify their roles, support effective school improvement and ensure transparency for all involved parties.

Feature	Advisory Leadership Team (ALT)	Turnaround Team
Primary Role & Purpose	<ul style="list-style-type: none"> Serves as a consultative body without decision-making authority and the representative voice of the school community during the turnaround process 	<ul style="list-style-type: none"> Leads the creation and initial implementation of the three-year turnaround plan while providing training in instructional and curriculum support.
Establishment	<ul style="list-style-type: none"> Established following receipt of the audit report. The principal establishes the team in collaboration with the turnaround team. 	<ul style="list-style-type: none"> Established following receipt of the audit report. Members are selected by the department in collaboration with the superintendent. The team must be approved by the commissioner (or designee) and the local board of education.
Membership	<ul style="list-style-type: none"> It must represent school stakeholders, including other school leaders, teachers and parents. If a school has 8% or more minority students enrolled, the ALT must include at least one minority member. 	<ul style="list-style-type: none"> No specific demographic requirements.

¹ This comparison reflects statutory and regulatory requirements for CSI schools beginning Fall 2025 and is aligned to [KRS 160.346](#) and [703 KAR 5:280](#).

Feature	Advisory Leadership Team (ALT)	Turnaround Team
Reporting Requirements	<ul style="list-style-type: none"> Membership is reported in the school-based decision making (SBDM) database. 	<ul style="list-style-type: none"> Notification of Turnaround Team Form submitted to the District 180 mailbox, following local board approval.
Meeting Guidelines	<ul style="list-style-type: none"> Meetings are open to the public and must comply with The Kentucky Open Meetings Act. The ALT determines its meeting frequency and agendas in collaboration with the principal. 	<ul style="list-style-type: none"> Meetings are not required to be open to the public. The turnaround team determines its meeting frequency and agendas and must perform regular data and implementation reviews.
Key Responsibilities	<ul style="list-style-type: none"> Supports systems that build capacity in school leadership. Promotes a positive school culture focused on distributed leadership, continuous improvement, and high expectations. Supports evidence-based decision-making and transparent communication with stakeholders. Retains institutional knowledge after the turnaround team departs. 	<ul style="list-style-type: none"> Develops the turnaround plan within 45 days of audit findings. Monitors progress toward turnaround goals via data and implementation reviews. Advises the superintendent and principal on staffing, scheduling, resource allocation, and professional learning. Provides relevant training for teachers and collaborates to design principal support and monitoring. Consulted by the superintendent if a principal vacancy occurs
Long-Term Role	<ul style="list-style-type: none"> Retains institutional knowledge and remains in place until SBDM authority is reinstated. 	<ul style="list-style-type: none"> Supports the transition of improvement efforts to the ALT prior to the school exiting CSI status.