ANOTHER SET OF ABCS FOR SCALE:
ACCOUNTABILITY, BROKERS, AND CHURN IN A DISTRICT SYSTEM

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COMPLEX CHANGE IN CONTEXT OF CHURN
Limiting reliance on research evidence

A network of social relations influences evidence use

A research broker is key

Trust is necessary for social relations and sense making around evidence
LEADERSHIP CHURN
Social network theory and methods
STUDY CONTEXT AND QUESTIONS

• Context
  • Large urban school district (130,000 students)
  • 2 Superintendents over 3 Years
  • 3 Years of data from central office leaders and principals (n=257)

• Questions
  • What is the level of churn within an underperforming system facing accountability policy sanctions?
  • Which district leaders leave during a 3-year time period and what are their background and network characteristics?
Data Use Time 1
PROFILE OF LEAVERS
Develop Leaders and Grow Ties
Shifting Policy Emphasis