

# California Department of Education (Revised 7-9-19) Root Cause Analysis: Potential Root Causes (Template)

The following potential root causes can be utilized by local educational agencies (LEAs) as possible examples while conducting a root cause analysis.

| **Difficulty Recruiting Great Teachers to High-Need Schools? Consider:** | **Difficulty Placing Experienced Teachers Within High-Need Schools? Consider:** | **Difficulty Developing Great Teachers in High-Need Schools? Consider:** | **Difficulty Retaining Great Teachers in High-Need Schools? Consider:** |
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| * Are your LEA’s hiring timelines consistent with other LEAs in your region? | * Does your LEA have seniority-based transfer and reduction-in-force policies (e.g., “last in, first out”)? | * Do these high-need schools have effective professional learning supports (including induction and mentoring)? | * Are your LEA’s new teachers fully prepared to teach in high-need schools? |
| * Are your LEA’s school leaders as experienced as the leaders at schools with fewer needs? | * Does your LEA have an equitable distribution of experienced teachers (e.g., assigning novice teachers to low-performing students)? | * Do these high-need schools have working conditions that promote professional learning? | * Do these high-need schools have defined opportunities for career advancement? |
| * Do these high-need schools have all of the following: desirable working conditions, safety and student behavior supports, teacher autonomy, high-quality facilities, collegial relationships, high levels of community support, and other resources? | * Do these teachers prefer working in classes or settings that are not available at these schools (e.g. Advanced Placement programs)? | * Do these high-need schools have scheduling flexibility that creates opportunities for professional development (e.g., for teacher collaboration, opportunities for observing or being observed)? | * Are your LEA’s most experienced leaders placed at high-need schools? |
| * Do these high-need schools have as many opportunities for career advancement for staff in comparison to schools with fewer needs? | (intentionally left blank) | * Do you have professional learning supports aligned to teacher needs? | * Do these high-need schools have all of the following: desirable working conditions, safety and student behavior supports, teacher autonomy, high-quality facilities, collegial relationships, high levels of community support, and other resources? |
| * Is there geographical proximity to home and other amenities (e.g., transportation)? | (intentionally left blank) | (intentionally left blank) | * Is there geographical proximity to home and other amenities (e.g., transportation)? |