

Earned Autonomy Framework: Status Report and Recommendations

LAE Meeting
October 2021

Agenda

- 1 Earned Autonomy Framework: A Refresher**
- 2 Status Check and Stakeholder Engagement**
- 3 Overview of EAF: Guide to Preliminary Implementation**
- 4 Recommendations**
- 5 Next Steps**

Earned Autonomy Framework: A Refresher

Earned Autonomy Framework

The LPS Earned Autonomy Framework is a locally responsive performance management tool developed and approved in Spring 2020

Build the district's and school's capacity for school improvement based on data

Proactively identify schools in need of support and intervention

Provide useful and nuanced information on school strengths and challenges to support planning

Honor autonomy as a component of improvement

Allow annual designation of schools to help the district and schools identify autonomies and supports

Status Check



Status Check!

Where We Are

1

Further developed the Menu of Autonomies and Supports with the support of LPS staff, principals, and working group

2

Presented recommendations for the target-setting process informed by pressure testing with principals

3

Designed the phased implementation plan of the EAF adapted to the needs of LPS and its community

Where We Are Going

1

Presenting Recommendations to the LAE on Menu of Autonomies and Supports, target-setting, and phased roll-out

2

Planning for Phases III and Phase IV of EAF and communicating with community

3

Preparing for phased roll out of the EAF

Collaborating with Stakeholders

Key Communications



**4 AAWG &
4 TSWG
Meetings**



**20+
Interviews
& Work
Sessions**



**9+
Stakeholder
Meetings**

EAF: Guide to Preliminary Implementation

Phase II Deliverables

EAF Phase II: Guide to Preliminary Implementation

Recommended Implementation Plan

Lays out the recommended implementation plan for the EAF over four years

Menu of Autonomies and Supports

Codifies Menu of Autonomies and Supports across 7 categories

Proposed Annual Planning Process

Lays out the proposed annual planning process for the Menu of Autonomies and Supports

Target-setting Process Guide

Provides methodology for target-setting along with recommendations

Proposed EAF Implementation Plan

Period: SYs 2021-2024

SY 2021-22: Focus on Developing Processes and Communicating Plan

- Develop consistent data collection and cleaning practices
- Develop and deliver district-wide communication plan on Framework; share data as available
- Create Implementation Team to provide on-going support to roll out
- Review indicators and revise as needed based on learnings from SY data collection; revise target-setting process as needed

SY 2022-23: Set Targets for Certain Indicators based on Data Availability

- Consider initial target-setting based on 2021-22 data and revise framework indicators as needed
- Share data and communicate with school leaders about preliminary understanding of performance under EAF
- Align Framework processes with school-planning processes, as needed
- Continue collecting data and communicating about the data and performance with school leaders
- Review and revise Menu of Autonomies and Supports and identify areas for improving target-setting process

SY 2023-24: Roll out Full Autonomies Process

- Review performance under targets set in 2022-23 and set targets for 23-24 performance
- Roll out of full autonomies process in school planning process

Updating Menu of Autonomies Design

Vetted the menu with LPS leadership team and principals

Provides contact info of key personnel in the district

Schools can...	Conditions	Process of Implementation	Autonomies and Supports by Designation			Contact
			Succeeding	Developing	Focus	
1.1 Select, replace, and supplement high-quality standards-aligned curricular materials and enact instructional practices to best meet student learning needs.	Schools must select and implement a curriculum that: 1. Aligns with Massachusetts Frameworks 2. Includes supports for English language learners, students with disabilities, and other high-need students to access grade-appropriate, high quality curricula	Schools should notify the Curriculum Assistant and the Department of Curriculum of intent to exercise autonomy in curriculum and assessment. Schools should submit a curriculum and assessment plan during the school planning process, depending on their designation, and may need approval depending on their designation. Schools should be aware of potential budget consequences for their decision.	Schools have full autonomy, subject to conditions	Schools can request Curriculum and Instruction Dept. to identify appropriate curricula	Schools, in collaboration with the Curriculum and Instruction Dept., decide on curricula	Please email Melissa Spash (melissa.spash@lawrence.k12.ma.us) to access this autonomy. 4 To access the supports for this autonomy please email your district liaison (contact sheet).
				Developing Supports: <ul style="list-style-type: none"> District provides additional coaching on curriculum selection and implementation as requested District provides guidance on enacting curriculum through access to training, tools, frameworks, and one-on-one sessions. Peer principal coaching 	Focus Supports: District provides coaching to build capacity on selection and implementation	
			Standard District Supports: <ul style="list-style-type: none"> Provide a menu of recommended high-quality curricula* 			

Recommending a 5-Step Target-Setting Process



Recommendations and Next Steps

General Recommendations



Implementation Plan

Phased roll out over three years.
 Support from working group.
 Improved data collection practices and communication.
 Testing menu of autonomies and supports and target setting during roll out.



Menu of Autonomies and Supports

Develop process for reviewing and revising menu.
 Develop central office capacity to provide supports and manage autonomies.
 Test menu and process in 2021-22 school year.



Target-Setting Process

Review framework indicators for relevance based on data.
 Revise and further develop based on working group input.

Vision for LPS Earned Autonomy Framework in 2021-22



