Earned Autonomy Framework: Status Report and Recommendations

LAE Meeting October 2021

CORPRENENT Center for Public Research and Leadership

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





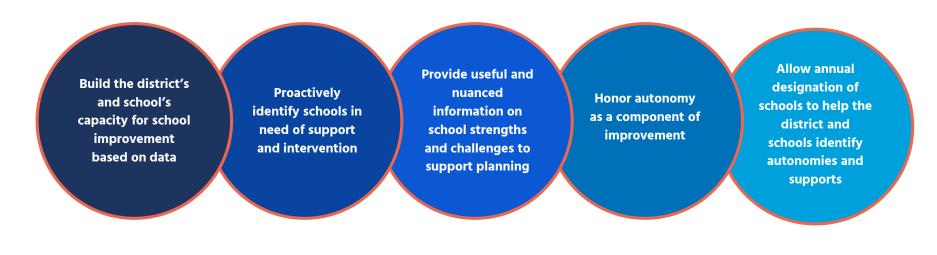
Earned Autonomy Framework: A Refresher





Earned Autonomy Framework

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



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Status Check







Where We Are

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

Where We Are Going



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

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



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



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



Preparing for phased roll out of the EAF

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Collaborating with Stakeholders Key Communications





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4 AAWG & 4 TSWG Meetings

20+ Interviews & Work Sessions 9+ Stakeholder Meetings

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EAF: Guide to Preliminary Implementation





Phase II Deliverables

EAF Phase II: Guide to Preliminary Implementation

Recommended	Menu of Autonomies and	Proposed Annual	Target-setting
Implementation Plan	Supports	Planning Process	Process Guide
Lays out the recommended implementation plan for the EAF over four years	Codifies Menu of Autonomies and Supports across 7 categories	Lays out the proposed annual planning process for the Menu of Autonomies and Supports	Provides methodology for target-setting along with recommendations

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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	contact
Schools must select and implement a curriculum that: 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	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 Focus Supports: District provides coaching to build capacity on selection and implementation	Please email Melissa Spash (melissa.spash (melissa.spash h@lawrence k12.ma.us) to access this autonomy. 4 To access this supports for this autonomy please email your district liaison	
	with disabilities, and other high-need students to access grade-appropriate,	process, depending on their designation, and may need approval depending on their designation. Schools should be aware of potential budget consequences for their decision.		 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 		
	curricula		Standard District Supports: Provide a menu of recommended high-quality curricula*			(<u>contact</u> <u>sheet</u>).



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Recommending a 5-Step Target-Setting Process



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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 rol lout.



Menu of Autonomies and Supports



Target-Setting Process

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.

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

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Vision for LPS Earned Autonomy Framework in 2021-22

Develop a set of tools to assist with ongoing data collection and sharing, including template for framework dashboards for each LPS school

Convene and facilitate an Implementation Working Group charged with building out a plan for implementation and and testing the target-setting process



Develop an implementation plan to execute the Earned Autonomy Framework over a three-year period, ensuring alignment with the LPS' current Turnaround Plan

Identify priority indicators in the Earned Autonomy Framework and recommend revisions to the framework based on learnings from data collection and analysis and LPS's current experience

Develop a pilot for the Menu of Autonomies and Supports

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