

LPS School Autonomy Framework

Lawrence Public Schools
LAE Board Meeting
1/10/2024

SAF Agenda

- What is the School Autonomy Framework (SAF)
- How SAF fits into the Turnaround Plan
- Work done in collaboration with CPRL
- Transition to SAF Management Committee
- School Designation Process
- How Dashboard will inform School Planning Meetings and tiered supports

What is the School Autonomy Framework ******(SAF)?



LAWRENCE PUBLIC SCHOOLS **SCHOOL AUTONOMY FRAMEWORK (SAF)**

The School Autonomy Framework (SAF) is a tool intended to help the district and individual schools better understand their performance across multiple measures such as academics and environment.

What is the School Autonomy Framework (SAF)?



THE SAF GOALS

The School Autonomy Framework aims to:

- Support equitable and effective distribution of resources across schools
- Guide transparent decision-making using evidence-based supports
- Help schools analyze their performance and take action based on the analysis
- Build a data culture in LPS schools and the district

How SAF fits into the Turnaround Plan?



Lawrence Public Schools Renewed Turnaround Plan

Strategy 4: Autonomy and Accountability (District levers)

Beginning in January 2020, the receiver and LPS worked with an external consultant to develop a school performance framework that will be utilized to showcase a holistic picture of schools and drive decisions around autonomy and support. As part of this process, the consultant conducted approximately 50 meetings with stakeholder groups (individual interviews and focus groups) to ensure the Framework reflects the community's views of what is important in their schools. Incorporating this feedback, the consultant created the Earned Autonomy Framework. LAE unanimously approved the Dashboard and Manual for the Earned Autonomy Framework at its monthly meeting on June 17, 2020.

LPS continued the important Earned Autonomy work with a second phase beginning in January 2021. During this phase of work, the district set targets for non-DESE indicators in the Framework, codified a menu of autonomies that schools may earn based on their rating on the Framework, and developed a corresponding system for applying such autonomies. Within the next three years, this system will be implemented throughout the district. LPS' Central Office leadership team and department heads will continually assess and update policies and procedures in order to support the open architecture model and school autonomies.

Work done in collaboration with Center for Public Research and Leadership (CPRL)

Where We've Been

2020:

- LAE approved the **Earned Autonomy Framework**, a school performance measurement and improvement tool, designed by CPRL

Summer - Fall 2021:

- CPRL **presented recommendations to the LAE** on Menu of Autonomies and Supports and proposed an implementation of the EAF over several years

Where We Are

Spring 2022:

- CPRL and LPS Leadership **reviewed the EAF dashboard** to ensure alignment with **Turnaround Plan and SQR**
- LPS convened the **Implementation and Pilot Team (IPT)** to collaborate with principals and revise the EAF to **strengthen applicability and relevance by grade-band and student population**
- This is when name changed from EAF to SAF

Transition from CPRL to SAF Management Committee

SAF Management Committee Membership



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Please note: subcommittee leads are highlighted in yellow.

What is the School Autonomy Framework (SAF)?

ELEMENTS OF THE SAF

The SAF consists of four core elements:

Data Dashboards



Priority Indicators



Designations



Supports



1

Comprehensive data indicators organized by domains to measure performance.

2

Key SAF indicators selected annually through a collaborative process with principals and central office to reflect district priorities.

3

Associated district support designations aimed to equitably funnel resources to schools.

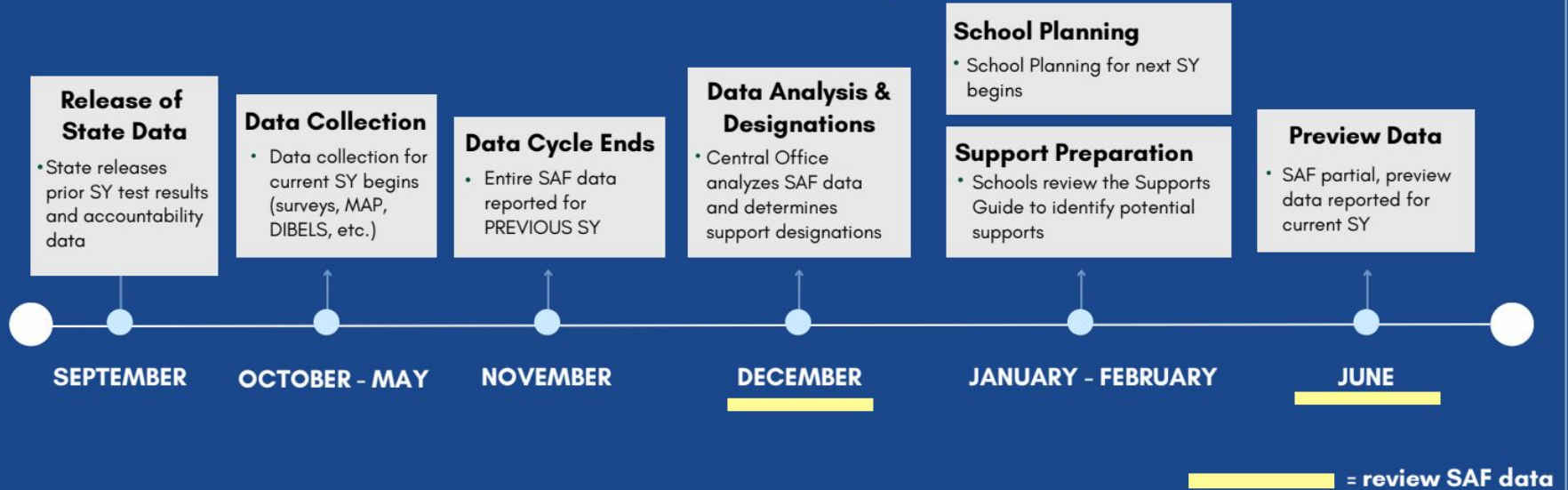
4

Evidence based support strategies for holistic school improvement.

How is the SAF used?

TIMELINE

The SAF will have a cycle each school year that allows school leaders and the central office to leverage the SAF data and connect it to the school planning process.



Managing Supports

Supports for schools will be provided based their performance under the rubric -

- Opt-in Support
- Targeted Support
- Intensive Support (only 2-3 schools across LPS)

Rubric

Priority Indicators

SY25 District Priorities

INSTRUCTIONAL CORE

1

Ensure students are doing the cognitive lift by enacting strategies for academic discourse & CFUs

DIVERSITY, EQUITY, INCLUSION & BELONGING

2

Give students agency to inform the student experience at LPS

**Theme:
Elevating
Student Voice**

MULTILINGUAL LEARNERS

4

Amplify ML students in strategies for the other 3 priorities: Instructional Core, DEIB, and MTSS

MULTI-TIERED SYSTEMS OF SUPPORT (MTSS)

3

Ensure students are participants and decision-makers in their learning

Support Allocation Rubric Crosswalk

Annual Priorities	SAF Priority Indicators	Opt-in Support	Targeted Support
Instructional Core	Pedagogy	Schools are mostly achieving performance standards, consistently meeting goals, and performing better than the district average on most domains.	Schools are struggling to achieve performance standards, meeting goals and performing just below or at district average.
MTSS	Student Academic and Developmental Support	These schools do not need any supports mandated by the district though they can opt-in.	These schools are in need of targeted support to keep them moving in the right direction. The supports will be STRONGLY RECOMMENDED by the district based on the need for specific domains.
Diversity , Equity, Inclusion and Belonging	Safety and Environment		
Multilingual Learners	Growth		