

# Earned Autonomy Framework & Turnaround Plan Renewal

*An Overview*

February 2020



# The Lawrence Alliance for Education's focus this year is on renewal of the Turnaround Plan and the development of an Earned Autonomy Framework

Lawrence Alliance for Education (LAE) is the Receiver of the Lawrence Public Schools- appointed by the Massachusetts Department of Education.

The Turnaround Plan is the district's school improvement strategy that is approved by both the LAE and the Commissioner

An Earned Autonomy Framework is a way to measure the quality of Lawrence's schools using measures important to the community and will help define school-level autonomy

LAE is asking for the Joint Steering Committee's support by providing feedback and guidance on these processes and draft products

## Members of the Joint Steering Committee represent important stakeholder groups in our community

- [Cynthia Paris](#), LPS Superintendent
- [John Connolly](#), LAE Board Chair
- [Kimberly Barry](#), LTU President
- [Lane Glenn](#), Northern Essex Community College President
- [Kevin Qazilbash](#), Spark Academy Principal
- [Yaritza Rizzo](#), LPS Parent
- [Kinnon Foley](#), LPS Leadership Team

# Lawrence is engaging with the community to develop a School Performance Framework to clearly define, measure, support, and celebrate school success

## A School Performance Framework:

- Is a tool used to assess the performance of schools across multiple, locally-meaningful indicators and provides the critical data needed to take action to improve
- Lawrence will use this as an “**Earned Autonomy Framework**” whereby school performance is used to define district support and school-level autonomy

### Defines Success

- Communicate expectations through a **shared definition of success**, similar to a school report card
- Help school and district leaders to **identify and learn** from areas of success and areas for improvement

### Drives Decision-Making

- Allow school teams to analyze data and **make adjustments throughout the year**
- **Recognize** high-scoring schools and **best practices**
- **Identify schools** that have **earned school-level autonomy** and those that need **additional district support**

### Communicates Progress

- Provide a **common language for communicating about school quality** to schools, parents, and community members

# Overview of the Earned Autonomy Framework process

The foundation of Lawrence's turnaround efforts is the theory of **Open Architecture**- this model shifts decision-making to schools, where principals and teacher leadership teams design school programs to best meet their students' needs.

Earned Autonomy has been implicit within this model and **an explicit Framework will be instrumental in codifying the relationship between school autonomy and district support.**

## Objectives

- Gather insight into the **community's vision for high-quality schools** from various stakeholder groups
- **Construct a framework** that incorporates **locally-meaningful indicators of school progress** and utilize the framework to inform school planning and improvement efforts
- **Approve Earned Autonomy Framework** in June 2020

## Roles

**LAE:** Provides guidance and approves Earned Autonomy Framework

**DESE:** Provides input and approves final Framework

**Joint Steering Committee:** Provides guidance on process and drafts

**Center for Public Research & Leadership (CPRL):** Leads stakeholder engagement process and produces Framework

# Overview of Turnaround Plan Renewal

Lawrence's current Turnaround Plan was created in 2012 and renewed in 2015 for a period of 3 years. Lawrence Alliance for Education (LAE) has decided to **renew this plan**.

## Objectives

- Gain community input on perceptions of the turnaround efforts
- Incorporate feedback into updated Turnaround Plan
- Approve renewed Turnaround Plan in June 2020

## Roles

**LAE:** Provides guidance and approves the Turnaround Plan

**DESE:** Provides input and approves final plan

**Joint Steering Committee:** Provides guidance on process and final turnaround plan

**Great Schools Partnership:** Leads stakeholder engagement process

# LAE is coordinating and aligning efforts for stakeholder engagement

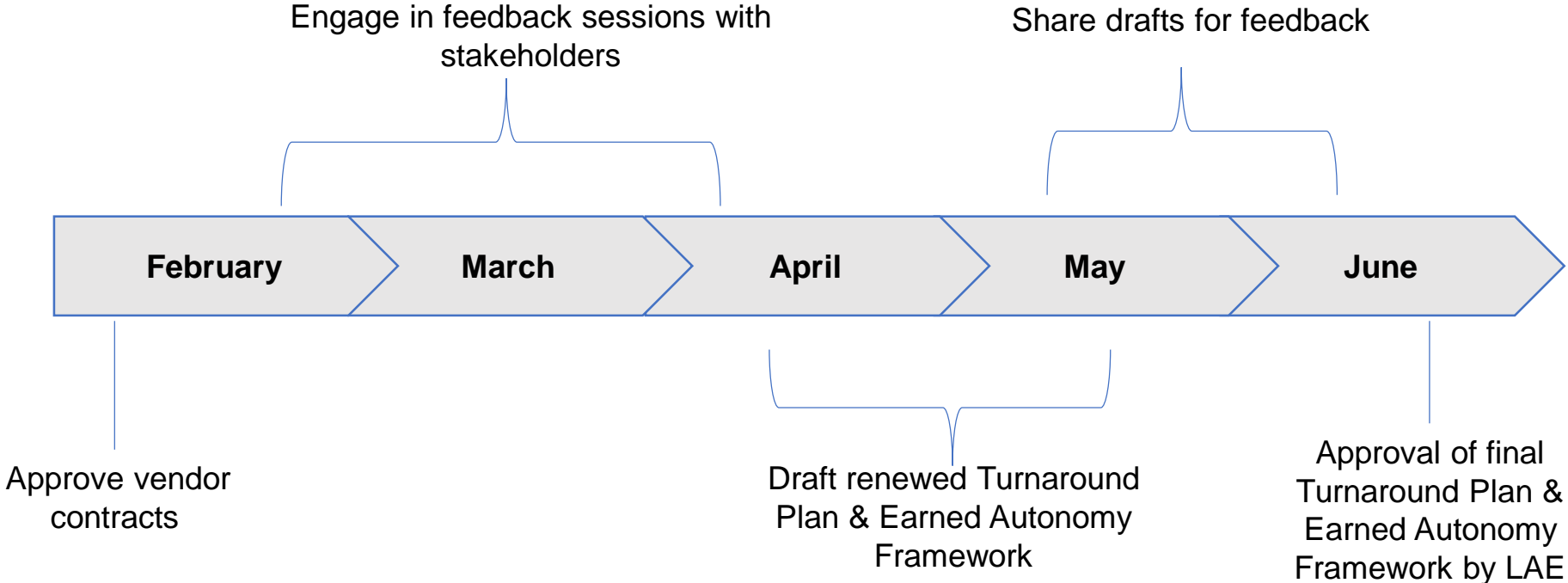
## Turnaround Plan

GSP will gather community input on past and current turnaround efforts in order to update LPS' overall strategy for improvement

## Earned Autonomy Framework

CPRL will gather input on the community's vision for their schools to create a Framework that assesses school progress on locally-meaningful indicators

# Joint Steering Committee will meet monthly to provide feedback as the projects aim to be completed by June





# Various groups are playing a role in the facilitation of these two projects

**DESE**

Holds contracts for CPRL and GSP, provides feedback, and approves final Turnaround Plan and Earned Autonomy Framework

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**Lawrence Alliance for Education**

Oversees processes, provides critical feedback, approves final Turnaround Plan and Earned Autonomy Framework

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**Lawrence Public Schools**

Supports facilitation and coordination of processes and provides input into drafts and final plan and framework

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**Joint Steering Committee**

Provides important community guidance on process, drafts, and final plan and framework

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**CPRL**

Develops Earned Autonomy Framework

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**Great Schools Partnership**

Leads stakeholder engagement process to inform updates to Turnaround Plan

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**Empower Schools**

Supports LAE's oversight through coordination and facilitation of Earned Autonomy and Turnaround Plan processes

# Organizational Chart

Each process has a related LAE Subcommittee and is overseen by a Joint Steering Committee. Each consultant holds a contract with DESE and will consult with each of the oversight groups listed below

