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Memo

To Board of Education

From Kyla Johnson-Trammell, Superintendent
Sondra Aguilera, Chief Academic Officer

Board Meeting Date June 5, 2019

Subject BP 6006: Community of Schools- Defined Autonomy Framework Update

Action Discuss the BP 6006: Community of Schools- Defined Autonomy Framework to provide feedback and direction to OUSD Staff as we begin to implement elements of BP 6006.

Background Our OUSD Board passed Board Policy 6006 (August 2018) which included the development and implementation of a Defined Autonomy Framework. Since then, a design team supported by Educate 78 and a central office team have developed frameworks on how to implement a Defined Autonomy Framework.

- History:
 - OUSD staff began working on the Defined Autonomy Framework in 2015-2016 school year per direction of our former OUSD Superintendent, Antwan Wilson. The Framework was shared with some community organizations and a few school site staff to collect their feedback as the framework was being developed.
 - A group of school leaders (the Autonomies Working Group) supported by Educate 78, formed in the 2018-2019 school year and began studying defined autonomy. This group met monthly and also participated in a trip to Denver, CO to learn more about their Luminary Learning Network and Innovation School Structure. At the end of the 18-19 school year, the working group proposed the development of a multi-stakeholder design team in order to provide a set of

recommendation for the implementation of BP 6006-E. The Design Team was launched in Summer 2019. The team's inquiry processes included the study of 3 Massachusetts school districts (Springfield, Lawrence, and Boston) to better understand the frameworks, systems, and tools used by these systems to leverage autonomies in order to improve student outcomes. Subsequent design team meetings have taken place, including a few meetings with Superintendent Johnson-Trammell.

- Central Office Staff began refining the previous OUSD Defined Autonomy Framework during the 2018-2019 school year. The Central Office Staff included individuals who participated in the Boston visit and subsequent design team meetings.
- Central office team began talking to the Principal Advisory Committee (PAC) for feedback on the Framework at the February 2019 PAC Meeting.
- Please see the complete draft of the [OUSD Defined Autonomy Framework](#).
- Please see the following materials produced by the Design Team:
 - [Design Team Report and Recommendation](#)
 - [Recommendations 2-Pager](#)
- Implementation of the draft OUSD Defined Autonomy Framework will begin in August 2019 (Fall 2019) to field test the design elements so that our school leaders, staff, and community understand the framework and have an opportunity to provide feedback on the framework through the experience of this field testing.

Discussion

We are seeking OUSD Board Directors feedback on the OUSD Defined Autonomy Framework.

- We are proposing that OUSD is a district in between the “Managed Performance Empowerment” and “Performance Empowerment”, or in between an earned autonomy model and a defined autonomy model.
- The Design Team and OUSD Central Staff will begin to combine the parallel structures to continue to develop the OUSD Defined Autonomy Framework.

Fiscal Impact

At this time, there is no fiscal impact on the OUSD Budget regarding the OUSD Defined Autonomy Framework. The current impact is on the use of staff time to research and field test the framework.

Attachment

[June 5, 2019 OUSD Defined Autonomies Update Presentation](#)