

STATE BOARD OF EDUCATION
Action Item
January 17, 2017

SUBJECT: Approval of New Rule 6A-1.099814, Principal Autonomy Pilot Program Initiative

PROPOSED BOARD ACTION

For Approval

AUTHORITY FOR STATE BOARD ACTION

Section 1011.6202, Florida Statutes

EXECUTIVE SUMMARY

Section 1011.6202, F.S., created by HB 287 (2016), establishes the Principal Autonomy Pilot Program Initiative and authorizes the state board to enter into a performance contract with up to seven school districts that exchanges many statutory and rule exemptions for an agreement to meet performance goals. The district school boards in Broward, Duval, Jefferson, Madison, Palm Beach, Pinellas, and Seminole counties are eligible for participation.

To participate, school districts must identify three schools that received at least two school grades of "D" or "F" during the previous three school years and are not implementing a state board-approved turnaround plan under Rule 6A-1.099811, F.A.C.; identify and assign a highly effective principal to each school; and submit a proposal to the state board that outlines a plan for providing each principal with increased fiscal and administrative autonomy, and explains how the autonomy will help improve student achievement and school management.

Each participating school district will receive \$100,000 for the principal and a three-member leadership team from each participating school, and school district personnel working with each participating school to complete a nationally recognized school turnaround program that focuses on improving leadership, instructional infrastructure, talent management, and differentiated support and accountability. Additionally, school districts may be eligible to receive \$10,000 for each participating school, which must be used as an annual salary supplement for the principal, if eligible; a fund for the school to be used at the principal's discretion; or a combination thereof.

Supporting Documentation Included: Proposed Rule 6A-1.099814, F.A.C.

Facilitator/Presenter: Brian Dassler, Deputy Chancellor of Educator Quality

6A-1.099814 Principal Autonomy Pilot Program Initiative.

(1) Purpose. The purpose of this rule is to set forth the requirements for the principal autonomy pilot program pursuant to section 1011.6202, F.S.

(2) Application Process. Each eligible school district pursuant to section 1011.6202(1), F.S., seeking to participate shall submit a proposal that meets the requirements of subsection (3) of this rule to the Florida Department of Education (Department) by the Department's prescribed deadline.

(3) Proposal Requirements. The district proposal, at a minimum, shall:

(a) Identify three (3) schools that received at least two (2) school grades of "D" or "F" pursuant to section 1008.34, F.S., during the previous three (3) school years (i.e., 2015-16, 2014-15, and 2013-14) and are not implementing a State Board of Education-approved turnaround plan under Rule 6A-1.099811, F.A.C.;

(b) Provide assurance that a principal who has earned a highly effective rating on the prior year's performance evaluation pursuant to section 1012.34, F.S., will be identified and assigned to each participating school;

(c) Provide assurance that the principal and a three-member leadership team from each participating school, and school district personnel working with each participating school will enroll in and complete a nationally recognized school turnaround program that:

1. Is evidence-based;

2. Has a demonstrated record of positive impact on student achievement and school management;

3. Has been in existence for at least five (5) calendar years; and

4. Focuses on improving leadership, instructional infrastructure, talent management, and differentiated support and accountability;

(d) Provide assurance that the additional appropriation provided for the principal of each participating school pursuant to section 1011.6202(7), F.S., will be used as an annual salary supplement, if eligible; a fund to be used at the principal's discretion; or a combination thereof;

(e) Describe the current financial and administrative management of each participating school;

(f) Provide assurance that the areas in which each participating principal will have increased fiscal and administrative autonomy, including the authority and responsibilities provided in section 1012.28(8), F.S., will be identified;

(g) Provide assurance that a description of how the increased autonomy of principals will help participating

schools improve student achievement and school management will be provided;

(h) Provide assurance that the areas in which each participating school will continue to follow district school board fiscal and administrative policies will be identified;

(i) Provide assurance that a district process for participating principals to request additional fiscal and administrative autonomy will be established;

(j) Provide assurance that each participating school will receive at least ninety (90) percent of the funds generated by the school based upon the Florida Education Finance Program and General Appropriations Act pursuant to section 1011.69(2), F.S.;

(k) Provide each participating school's mission statement;

(l) Describe each participating school's student population;

(m) Describe the methods used to identify the educational strengths and needs of the students at each participating school, and provide a summary of the needs assessment results;

(n) Identify how student achievement can be improved at each participating school; and

(o) Establish performance targets for student achievement, as defined in section 1008.34(1), F.S., that will result in a school grade of "C" or higher at each participating school by the end of the 2018-19 school year.

(4) Proposal Approval Criteria. The State Board shall approve a district proposal when the proposal:

(a) Is submitted by the Department's prescribed deadline;

(b) Fulfills the requirements of subsection (3) of this rule;

(c) Demonstrates that the school district has not been declared to be in a state of financial emergency, as determined pursuant to section 218.503, F.S., during the previous three (3) fiscal years; and

(d) Is found by the Board to create the conditions necessary to meet the school district's performance goals established pursuant to paragraph (3)(o) of this rule for each participating school.

(5) Term of Approval and Revocation.

(a) A successful district proposal shall receive approval for a period of three (3) years.

(b) If a school district fails to submit any of the deliverables required by subsection (6) of this rule, the State Board shall, after the second request following the deadline, revoke the school district's authorization to participate in the pilot program.

(6) Documentation Requirements for Approved Applicants. Each participating school district shall submit the

following deliverables to the Department:

(a) The name of the highly effective principal assigned to each participating school;

(b) A description of how the additional appropriation provided for the principal of each participating school pursuant to section 1011.6202(7), F.S., will be used;

(c) The name of the nationally recognized school turnaround program to which the school district will apply, and documentation that the program meets the requirements of subparagraphs (3)(c)1.-4. of this rule;

(d) The names and position titles of the school and district personnel who have enrolled in the selected school turnaround program;

(e) A description of the areas in which participating principals will have increased fiscal and administrative autonomy, including the authority and responsibilities provided in section 1012.28(8), F.S., that includes a rationale of how the increased autonomy will help the selected schools improve student achievement and school management;

(f) A description of the areas in which each participating school will continue to follow district school board fiscal and administrative policies;

(g) A description of the process established by the district for participating principals to request additional fiscal and administrative autonomy, and documentation that the process has been communicated to principals; and

(h) The annual school improvement plan for each participating school and documentation of stakeholder engagement in the process.

(7) Program Reporting and Evaluation. To aid the commissioner with an evaluation of the pilot program and a report to the Florida Legislature, the following reports shall be produced:

(a) The principal of each participating school shall provide the school district with an annual budget for the operation of the school that identifies how funds provided pursuant to section 1011.69(2), F.S., are allocated. The budget shall be included in the district report required by paragraph (7)(b) of this rule.

(b) The school district shall submit quarterly and annual reports to the Department on the implementation of the pilot program in all participating schools.

(8) Notice of Deadlines and Submission Requirements. The Department shall publish a schedule of deadlines for the application process set forth in subsection (2) of this rule, the documentation requirements set forth in subsection (6) of this rule, and the reporting requirements set forth in subsection (7) at <https://www.fldoe.org>. Except for the application process, the published deadlines shall allow a minimum of thirty (30) calendar days from

the notice for submission.

Rulemaking Authority 1011.6202 FS. Law Implemented 1011.6202 FS. History–New