



OUSD Tiered Accountability & Support System

(1/4/08, page 1)

In order to accelerate achievement in every school, OUSD must **differentiate the supports and interventions** provided based on where schools current exist along the continuum from needing intervention to having demonstrated a capacity to accelerate achievement

Tiering Criteria:

ii) Absolute Performance i) Accelerated Student Level Growth iii) Closing the Achievement Gap

BLUE Tier

GREEN Tier

YELLOW Tier

ORANGE Tier

RED Tier



Increased Monitoring and Support

- Targeted support can help to build cohesiveness and alignment around key instructional practices
- Additional resources should be allocated towards those schools most in need of accelerating student achievement



Increased Flexibilities awarded through application process

- The ability to select and/or modify curriculum to meet needs increases ownership and leadership for achievement results on the part of faculties and families
- Innovation can drive system-wide improvement, especially when effective practices are shared within a common framework of high expectations
- There must be demonstrated capacity and leadership to support innovation and flexibility to ensure high quality and results



Accountability for Results

All schools must be held to the **same high standards of accelerating academic achievement** to grade level and beyond for all students



TIERED SUPPORT STRUCTURE

DISTRICT	
BLUE	<u>STANDARD DISTRICT SUPPORTS:</u> <ul style="list-style-type: none">• Participation in small networks of schools• Instructional Guides• Assessment items and tools• Access to district sponsored professional development and trainings• Access to teacher leader networks/dept. chair meetings• Access to various tools and rubrics to assess growth
GREEN	
YELLOW	<u>STANDARD SUPPORTS PLUS</u> <ul style="list-style-type: none">• Schools are prioritized for network coaching, centralized professional development, optional contracted coaching services• Schools are prioritized for data support and Results Based Inquiry (RBI) coaching• Schools are prioritized for conferences aligned with Strategic Practices (i.e. summer PLC training)• Schools are prioritized for extended learning opportunities• Schools have mandatory summer intervention programs for identified students
ORANGE	<u>YELLOW SUPPORTS PLUS</u> <ul style="list-style-type: none">• School receives a Central Office support team visit twice annually to provide constructive feedback around the school's instructional focus and identify additional site support which may be needed• SSCs receive targeted support in site plan revision process through participation in Site Planning Summits and additional pre-summit support• Schools are prioritized for supplemental grants (i.e. Quality Education Investment Act)• Schools are prioritized for pilot instructional programs (i.e. MC² Math, AED)• Schools are prioritized for substitute teacher allocation as available to support development of Professional Learning Communities and pilot instructional programs• Schools receive priority for hiring and placement
RED	



TIERED ACCOUNTABILITY STRUCTURE

	DISTRICT	STATE	FEDERAL
BLUE	<ul style="list-style-type: none"> • Standard accountability: (i) Meet scorecard targets, (ii) Participate in site plan revision process using peer review, (iii) SSC approvals, (iv) Meet all compliance requirements and deadlines, (v) Utilize strategic practices (vi) Network Officer close review of Site Plan objectives, activities, and support, budget alignment and resource maximization 	NONE	NONE
GREEN			
YELLOW	<p>Standard accountability PLUS</p> <p>SCHOOL</p> <ul style="list-style-type: none"> • Required semi-annual accountability presentations to the community explaining status as a Yellow, Orange, Red school, and plan/strategies to move up in Tiers <p>NETWORK OFFICER</p> <ul style="list-style-type: none"> • Approval and close oversight of implementation of strategic practices, site plan objectives and activities to meet targets • Facilitate team based walkthroughs linked to objectives and targets 	<p>HPSG</p> <ul style="list-style-type: none"> • School: Implement plan and monitor progress on the Nine Essential Program Components <p>SAIT</p> <ul style="list-style-type: none"> • School: Partner with external provider; Implement corrective actions to fully implement the mandated Nine Essential Program Components • NEXO: Reviews and submits external provider's report of progress of school on 9 EPCs to CAO/Board on a quarterly basis 	<p>Program Improvement Years 1+</p> <ul style="list-style-type: none"> • DISTRICT: Notify parents of PI status, provide choice to attend another school, provide technical assistance • SCHOOL: Set aside minimum 5% of PD to meet highly qualified staff requirement, use minimum 10% of Title I for staff PD <p>Program Improvement Years 2+</p> <ul style="list-style-type: none"> • SCHOOL: Contract with external provider for Supplemental Educational Services
ORANGE	<p>Yellow accountability PLUS</p> <p>SCHOOL</p> <ul style="list-style-type: none"> • Quarterly site plan/strategic practices implementation checks with NEXO + others • Spring: presentation of data & site plan revisions to Strategy Team and central office support team • Summer: mandatory summer intervention program <p>NETWORK OFFICER</p> <ul style="list-style-type: none"> • Fall: Presentation to Strategy Team: data analysis, site plan revisions, leadership assessment, Network Officer strategies • Ability to mandate changes in site plan, change budget allocations as needed to maximize accelerated achievement/meet AYP (PD, coaching, staffing, etc.) • Prioritize school for network purchased services <p>STRATEGY TEAM</p> <ul style="list-style-type: none"> • Participation in team walkthrough and site plan reviews 		<p>PI Years 3+:</p> <ul style="list-style-type: none"> • NETWORK OFFICER AND STRATEGY GROUP: Select a corrective action
RED	<p>Orange accountability PLUS</p> <p>NETWORK OFFICER</p> <ul style="list-style-type: none"> • Recommend Significant Intervention Strategy: Intensive monitoring & support, Internal Restructuring, New School Development, Charter School, or Closure <p>STRATEGY TEAM</p> <ul style="list-style-type: none"> • Decide appropriate Significant Intervention Strategy 		<p>PI Year 4: Prepare for alternative governance</p> <p>PI Year 5: Implement alternative governance</p>



TIERED CURRICULAR FLEXIBILITIES

STANDARD PROGRAM

Textbooks	<ul style="list-style-type: none"> All schools must ensure that every student has access to the appropriate district adopted instructional materials to use in class and take home. (Williams ruling)
Curriculum	<ul style="list-style-type: none"> All schools must use district adopted curricula. Elementary: All schools must implement Open Court / Foro Abierto 2002
Pacing	<ul style="list-style-type: none"> District has instructional guides that include standards-based pacing with aligned assessments for all subjects and courses. These pacing guides allow some flexibility for sequencing, re-teaching and extensions to ensure mastery. Schools must use district standards-based pacing in the instructional guides.
Assessments	<ul style="list-style-type: none"> All schools must use the district mid-year benchmark assessment for all district-mandated subjects and grade levels. All schools must use a periodic progress assessment for ELA and Math that is aligned to the standards in the pacing guides. Schools must use the district periodic progress assessments in subjects and grade levels mandated by the district.
Professional Development	<ul style="list-style-type: none"> Schools must participate in specific district PD, as required by Network Executive Officer and participation in SAIT, HPSG, PI corrective action. Site based PD plan approved by Network Officer.

New schools design proposals are required to be approved OUSD leadership. In Years 1 and 2, these schools are not required to participate in this system. New Schools in Year 2 will follow the application process described below in anticipation of entering the system in Year 3

FLEXIBILITIES TO STANDARD PROGRAM

BLUE	<ul style="list-style-type: none"> Any eligible school currently using or seeking to use alternative base curriculum resources must apply in advance for approval In order to be eligible to apply for flexibility, schools must have an overall 2007 growth API of 575 or above. This will rise to 600 API for 2009-10 applications. Schools with a 2007 growth API of 575-650 are generally discouraged from applying for flexibility. In most instances, these scores indicate inadequate alignment of instruction to essential standards, inadequate differentiation and focus on student mastery of essential standards, and a need for additional professional development support for teachers. Schools are advised to focus on these strategies using district supported curricula. Schools must be able to demonstrate how use of an alternative base curriculum would be supported. Schools in Green and Blue tiers in 2007-08 can apply for two years of flexibility at one time (2008-09 + 2009-2010). All other schools can apply for one year. Applications are renewable based upon demonstrated student achievement gains.
GREEN	
YELLOW	
ORANGE	
RED	



BLUE SCHOOLS

SUPPORTS

STANDARD DISTRICT SUPPORTS: Participation in small networks of schools, Instructional Guides, Assessment items and tools, Access to district sponsored professional development and trainings, Access to teacher leader networks/dept. chair meetings, Access to various tools and rubrics to assess growth

ACCOUNTABILITY

STANDARD ACCOUNTABILITY: Meet scorecard targets, Participate in site plan revision process using peer review, SSC approvals, Meet all compliance requirements and deadlines, Utilize strategic practices, Network Officer close review of Site Plan objectives, activities, and support, budget alignment and resource maximization.

CURRICULAR FLEXIBILITIES

- Any eligible school currently using or seeking to use alternative base curriculum resources must apply in advance for approval.
- In order to be eligible to apply for flexibility, schools must have an overall 2007 growth API of 575 or above. This will rise to 600 API for 2009-10 applications.
- Schools with a 2007 growth API of 575-650 are generally discouraged from applying for flexibility. In most instances, these scores indicate inadequate alignment of instruction to essential standards, inadequate differentiation and focus on student mastery of essential standards, and a need for additional professional development support for teachers. Schools are advised to focus on these strategies using district supported curricula. Schools must be able to demonstrate how use of an alternative base curriculum would be supported.
- Schools in Green and Blue tiers in 2007-08 can apply for two years of flexibility at one time (2008-09 + 2009-2010).
- All other schools can apply for one year. Applications are renewable based upon demonstrated student achievement gains.



GREEN SCHOOLS

SUPPORTS

STANDARD DISTRICT SUPPORTS: Participation in small networks of school, Instructional Guides, assessment items and tools, access to district sponsored professional development and trainings, access to teacher leader networks/dept. chair meetings, access to various tools and rubrics to assess growth

ACCOUNTABILITY

STANDARD ACCOUNTABILITY: Meet scorecard targets, Participate in site plan revision process using peer review, SSC approvals, Meet all compliance requirements and deadlines, Utilize strategic practices, Network Officer close review of Site Plan objectives, activities, and support, budget alignment and resource maximization

CURRICULAR FLEXIBILITIES

- Any eligible school currently using or seeking to use alternative base curriculum resources must apply in advance for approval.
- In order to be eligible to apply for flexibility, schools must have an overall 2007 growth API of 575 or above. This will rise to 600 API for 2009-10 applications.
- Schools with a 2007 growth API of 575-650 are generally discouraged from applying for flexibility. In most instances, these scores indicate inadequate alignment of instruction to essential standards, inadequate differentiation and focus on student mastery of essential standards, and a need for additional professional development support for teachers. Schools are advised to focus on these strategies using district supported curricula. Schools must be able to demonstrate how use of an alternative base curriculum would be supported.
- Schools in Green and Blue tiers in 2007-08 can apply for two years of flexibility at one time (2008-09 + 2009-2010).
- All other schools can apply for one year. Applications are renewable based upon demonstrated student achievement gains.



YELLOW SCHOOLS

SUPPORTS

STANDARD DISTRICT SUPPORTS: Participation in small networks of school, Instructional Guides, Assessment items and tools, Access to district sponsored professional development and trainings, Access to teacher leader networks/dept. chair meetings, Access to various tools and rubrics to assess growth

IN ADDITION TO STANDARD SUPPORTS...

- Schools are prioritized for network coaching, centralized professional development, optional contracted coaching services
- Schools are prioritized for data support and Results Based Inquiry (RBI) coaching
- Schools are prioritized for conferences aligned strategic practices (i.e. summer PLC training)
- Schools are prioritized for extended learning opportunities
- Schools have mandatory summer intervention programs for identified students

ACCOUNTABILITY

STANDARD ACCOUNTABILITY: Meet scorecard targets, Participate in site plan revision process using peer review, SSC approvals, Meet all compliance requirements and deadlines, Utilize strategic practices, Network Officer close review of Site Plan objectives, activities, and support, budget alignment and resource maximization

DISTRICT

SCHOOL

- Required semi-annual accountability presentations to the community explaining status as a Yellow, Orange, Red school, and plan/strategies to move up in Tiers

NETWORK OFFICER

- Close review of Site Plan objectives, activities, and support, budget alignment and resource maximization
- Approval and close oversight of implementation of strategic practices, site plan objectives and activities to meet targets
- Facilitation of team based walkthroughs at least 2x/year (possibly more for Orange & Red schools), linked to objectives and targets

STATE

HPSG: School: Implement plan and monitor progress on the Nine Essential Program Components

SAIT: School: Partner with external provider; Implement corrective actions to fully implement the mandated Nine Essential Program Components, **NEXO:** Reviews and submits external provider's report of progress of school on 9 EPCs to CAO/Board on a quarterly basis

FEDERAL

Program Improvement Years 1+: **District:** Notify parents of PI status, provide choice to attend another school, provide technical assistance. **School:** Set aside minimum 5% of PD to meet highly qualified staff requirement, use minimum 10% of Title I for staff PD

Program Improvement Years 2+: **School:** Contract with external provider for Supplemental Educational Services

CURRICULAR FLEXIBILITIES

- Any eligible school currently using or seeking to use alternative base curriculum resources must apply in advance for approval.
- In order to be eligible to apply for flexibility, schools must have an overall 2007 growth API of 575 or above. This will rise to 600 API for 2009-10 applications.
- Schools with a 2007 growth API of 575-650 are generally discouraged from applying for flexibility. In most instances, these scores indicate inadequate alignment of instruction to essential standards, inadequate differentiation and focus on student mastery of essential standards, and a need for additional professional development support for teachers. Schools are advised to focus on these strategies using district supported curricula. Schools must be able to demonstrate how use of an alternative base curriculum would be supported.
- Schools in Green and Blue tiers in 2007-08 can apply for two years of flexibility at one time (2008-09 + 2009-2010).
- All other schools can apply for one year. Applications are renewable based upon demonstrated student achievement gains.



ORANGE SCHOOLS

SUPPORTS

STANDARD DISTRICT SUPPORTS: Participation in small networks of school, Instructional Guides, Assessment items and tools, Access to district sponsored professional development and trainings, Access to teacher leader networks/dept. chair meetings, Access to various tools and rubrics to assess growth

IN ADDITION TO STANDARD SUPPORTS...

- School receives a Central Office support team visit twice annually to provide constructive feedback and identify additional site support which may be needed
- SSCs receive targeted support in site plan revision process through participation in Site Planning Summits and additional pre-summit support
- Schools are prioritized for supplemental grants (i.e. Quality Education Investment Act)
- Schools are prioritized for pilot instructional programs (i.e. MC² Math, AED)
- Schools are prioritized for substitute teacher allocation as available to support development of Professional Learning Communities and instructional pilots
- Schools receive priority for hiring and placement
- Schools are prioritized for network coaching, centralized professional development, optional contracted coaching services
- Schools are prioritized for data support and Results Based Inquiry (RBI) coaching
- Schools are prioritized for conferences aligned strategic practices (i.e. summer PLC training)
- Schools are prioritized for extended learning opportunities
- Schools have mandatory summer intervention programs for identified students

ACCOUNTABILITY

STANDARD ACCOUNTABILITY: Meet scorecard targets, Participate in site plan revision process using peer review, SSC approvals, Meet all compliance requirements and deadlines, Utilize strategic practices, Network Officer close review of Site Plan objectives, activities, and support, budget alignment and resource maximization

DISTRICT

SCHOOL

- Required semi-annual accountability presentations to the community explaining status as a Yellow, Orange, Red school, and plan/strategies to move up in Tiers
- Quarterly site plan/strategic practices implementation checks with NEXO + others
- Spring: presents data & site plan revisions to Strategy Team and central office support team
- Summer: mandatory summer intervention program

NETWORK OFFICER

- Close review of Site Plan objectives, activities, and support, budget alignment and resource maximization
- Approval and close oversight of implementation of strategic practices, site plan objectives and activities to meet targets
- Facilitate team based walkthroughs at least 2x/year (possibly more for Orange & Red schools), linked to objectives and targets
- Fall: Presentation to Strategy Team: data analysis, site plan revisions, leadership assessment, Network Officer strategies
- Ability to mandate changes in site plan, change budget allocations as needed to maximize accelerated achievement/meet AYP (PD, coaching, staffing, etc.)
- Prioritize school for network purchased services

STRATEGY TEAM

- Participation in team walkthrough and site plan reviews

STATE

HPSG: School: Implement plan and monitor progress on the Nine Essential Program Components

SAIT: School: Partner with external provider; Implement corrective actions to fully implement the mandated Nine Essential Program Components,

NEXO: Reviews and submits external provider's report of progress of school on 9 EPCs to CAO/Board on a quarterly basis

FEDERAL

Program Improvement Years 1+: District: Notify parents of PI status, provide choice to attend another school, provide technical assistance:

School: Set aside minimum 5% of PD to meet highly qualified staff requirement, use minimum 10% of Title I for staff PD

Program Improvement Years 2+: School: Contract with external provider for Supplemental Educational Services

Program Improvement Years 3+: Network Officers and Strategy Team select a corrective action

CURRICULAR FLEXIBILITIES

- Any eligible school currently using or seeking to use alternative base curriculum resources must apply in advance for approval.
- In order to be eligible to apply for flexibility, schools must have an overall 2007 growth API of 575 or above. This will rise to 600 API for 2009-10 applications.
- Schools with a 2007 growth API of 575-650 are generally discouraged from applying for flexibility. In most instances, these scores indicate inadequate alignment of instruction to essential standards, inadequate differentiation and focus on student mastery of essential standards, and a need for additional professional development support for teachers. Schools are advised to focus on these strategies using district supported curricula. Schools must be able to demonstrate how use of an alternative base curriculum would be supported.
- Schools in Green and Blue tiers in 2007-08 can apply for two years of flexibility at one time (2008-09 + 2009-2010).
- All other schools can apply for one year. Applications are renewable based upon demonstrated student achievement gains.



RED SCHOOLS

SUPPORTS

STANDARD DISTRICT SUPPORTS: Participation in small networks of school, Instructional Guides, Assessment items and tools, Access to district sponsored professional development and trainings, Access to teacher leader networks/dept. chair meetings, Access to various tools and rubrics to assess growth

IN ADDITION TO STANDARD SUPPORTS...

- School receives a Central Office support team visit twice annually to provide constructive feedback and identify additional site support which may be needed
- SSCs receive targeted support in site plan revision process through participation in Site Planning Summits and additional pre-summit support
- Schools are prioritized for supplemental grants (i.e. Quality Education Investment Act)
- Schools are prioritized for pilot instructional programs (i.e. MC² Math, AED)
- Schools are prioritized for substitute teacher allocation as available to support development of Professional Learning Communities and instructional pilots
- Schools receive priority for hiring and placement
- Schools are prioritized for network coaching, centralized professional development, optional contracted coaching services
- Schools are prioritized for data support and Results Based Inquiry (RBI) coaching
- Schools are prioritized for conferences aligned with strategic practices (i.e. summer PLC training)
- Schools are prioritized for extended learning opportunities
- Schools have mandatory summer intervention programs for identified students

ACCOUNTABILITY

STANDARD ACCOUNTABILITY: Meet scorecard targets, Participate in site plan revision process using peer review, SSC approvals, Meet all compliance requirements and deadlines, Utilize strategic practices, Network Officer close review of Site Plan objectives, activities, and support, budget alignment and resource maximization

DISTRICT

SCHOOL

- Required semi-annual accountability presentations to the community explaining status as a Yellow, Orange, Red school, and plan/strategies to move up in Tiers
- Quarterly site plan/strategic practices implementation checks with NEXO + others
- Spring: presents data & site plan revisions to Strategy Team and central office support team
- Summer: mandatory summer intervention program

NETWORK OFFICER

- Approval and close oversight of implementation of strategic practices, site plan objectives and activities to meet targets
- Facilitate team based walkthroughs at least 2x/year (possibly more for Orange & Red schools), linked to objectives and targets
- Fall: Presentation to Strategy Team: data analysis, site plan revisions, leadership assessment, Network Officer Strategies
- Ability to mandate changes in site plan, change budget allocations as needed to maximize accelerated achievement/meet AYP (PD, coaching, staffing, etc.)
- Prioritize school for network purchased services
- Recommend Significant Intervention Strategy: Intensive monitoring & support, Internal Restructuring, New School Development, Charter School, or Closure

STRATEGY TEAM

- Participation in team walkthrough and site plan reviews
- Decide appropriate Significant Intervention Strategy

STATE

HPSG: School Implement plan and monitor progress on the Nine Essential Program Components

SAIT: School Partner with external provider; Implement corrective actions to fully implement the mandated Nine Essential Program Components,

NEXO: Reviews and submits external provider's report of progress of school on 9 EPCs to CAO/Board on a quarterly basis

FEDERAL

Program Improvement Years 1+: District: Notify parents of PI status, provide choice to attend another school, provide technical assistance:

School: Set aside minimum 5% of PD to meet highly qualified staff requirement, use minimum 10% of Title I for staff PD

Program Improvement Years 2+: School: Contract with external provider for Supplemental Educational Services

Program Improvement Years 3+: Network Officers and Strategy Team select a corrective action

Program Improvement Year 4: Prepare for alternative governance

Program Improvement Year 5: Implement alternative governance

CURRICULAR FLEXIBILITIES

- Any eligible school currently using or seeking to use alternative base curriculum resources must apply in advance for approval.
- In order to be eligible to apply for flexibility, schools must have an overall 2007 growth API of 575 or above. This will rise to 600 API for 2009-10 applications.
- Schools with a 2007 growth API of 575-650 are generally discouraged from applying for flexibility.