



## Rubric for Scoring School Autonomy in Portfolio Strategy Implementation

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<b>Staff selection and dismissal</b>	<ul style="list-style-type: none"> <li>District makes hiring decisions without school input.</li> <li>Final firing and layoff decisions made strictly at the district level.</li> <li>Forced placement of teachers in schools exists.</li> </ul>	<ul style="list-style-type: none"> <li>District makes hiring decisions with some school input. Ineffective teachers difficult to fire due to a complex process and need for district approval.</li> <li>Forced placement of teachers in schools exists.</li> </ul>	<ul style="list-style-type: none"> <li>Schools have control over hiring decisions, but may have to hire solely from a pool of district applicants.</li> <li>Ineffective teachers difficult to fire due to a complex process.</li> <li>No forced placement of teachers in schools.</li> </ul>	<ul style="list-style-type: none"> <li>Schools have full control over hiring decisions.</li> <li>Ineffective teachers difficult to fire due to a complex process.</li> <li>No forced placement of teachers in schools.</li> </ul>	<ul style="list-style-type: none"> <li>Schools have full control over hiring and firing decisions.</li> </ul>
<b>Budget</b>	<ul style="list-style-type: none"> <li>Schools control 0-10% of their budget.</li> <li>Typically these funds are restricted and used for things like supplies and field trips.</li> </ul>	<ul style="list-style-type: none"> <li>Schools control 11-30% of their budget.</li> <li>Typically these funds are used for professional development, assessments, and curriculum.</li> </ul>	<ul style="list-style-type: none"> <li>Schools control 31-60% of their budget.</li> <li>Typically these funds are used for professional development, assessments, and curriculum.</li> </ul>	<ul style="list-style-type: none"> <li>Schools control 61-80% of their budget.</li> <li>Typically these funds are used for salary, operational costs, professional development, assessments, curriculum, etc.</li> </ul>	<ul style="list-style-type: none"> <li>Schools control 81-100% of their budget.</li> <li>Typically these funds are used for salary, operational costs, professional development, assessments, curriculum, etc.</li> </ul>
<b>Pay</b>	<ul style="list-style-type: none"> <li>Pay determined by union contracts and district policy.</li> </ul>	<ul style="list-style-type: none"> <li>Nontraditional models (e.g., charter/magnet schools) get to determine pay.</li> <li>Most schools adhere to union contract or district policy.</li> </ul>	<ul style="list-style-type: none"> <li>Nontraditional models can determine pay.</li> <li>High-performing traditional schools can determine pay.</li> <li>Remaining district schools adhere to union contract or district policy.</li> </ul>	<ul style="list-style-type: none"> <li>All schools determine pay.</li> <li>Some schools still function with restrictions based on seniority or district policies.</li> </ul>	<ul style="list-style-type: none"> <li>Schools determine pay with no restrictions based on seniority or district policies.</li> </ul>
<b>Curriculum choice</b>	<ul style="list-style-type: none"> <li>District curriculum is the only option.</li> </ul>	<ul style="list-style-type: none"> <li>A few schools can choose curriculum: magnets, SIG schools, etc.</li> <li>Schools must apply for waiver to use different curriculum.</li> </ul>	<ul style="list-style-type: none"> <li>Magnets, charters, and higher-performing schools free to choose.</li> <li>OR all schools free to buy their own, but district provides a curriculum for free.</li> </ul>	<ul style="list-style-type: none"> <li>Schools can choose curriculum but many still use district curriculum.</li> <li>District curriculum is the default in school budgets unless they opt out.</li> </ul>	<ul style="list-style-type: none"> <li>Schools free to choose curriculum.</li> <li>No set district curriculum exists.</li> <li>Schools are allocated resources in their budget to pay for curriculum.</li> </ul>

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<b>Autonomies are defined through MOUs, performance contracts, or charters</b>	<ul style="list-style-type: none"> <li>No such documents are used by the district.</li> </ul>	<ul style="list-style-type: none"> <li>Districts have no formal performance contracts with school leaders or MOUs.</li> <li>Districts have charters/MOUs with charter schools authorized by the district.</li> </ul>	<ul style="list-style-type: none"> <li>Some autonomies are codified by an MOU or performance contract with a school leader for schools designated as “innovation schools” or schools participating in an autonomy pilot.</li> <li>Districts have charters/MOUs with charter schools authorized by the district.</li> </ul>	<ul style="list-style-type: none"> <li>All school autonomies are defined through an MOU, performance contract, or charter.</li> <li>Districts have charters/MOUs with district- and charter-run schools authorized by the district.</li> <li>Some of the details of the charters/MOUs differ by sector.</li> </ul>	<ul style="list-style-type: none"> <li>All school autonomies are defined through an MOU, performance contract, or charter.</li> <li>Districts have charters/MOUs with district- and charter-run schools authorized by the district.</li> <li>The charters/MOUs do not differ by sector.</li> </ul>
<b>Schools free to seek contractual waivers or exemptions</b>	<ul style="list-style-type: none"> <li>Schools unable to seek waivers from existing district policies and union contracts.</li> </ul>	<ul style="list-style-type: none"> <li>Freedom to seek waivers exists but very few schools are using it due to complexity of the process.</li> </ul>	<ul style="list-style-type: none"> <li>Freedom exists but waiver process is difficult.</li> <li>Schools applying tend to be higher-performing or special.</li> <li>District sometimes rescinds waivers.</li> </ul>	<ul style="list-style-type: none"> <li>Waiver process exists, is easy to navigate, and district tends to grant and honor waivers.</li> <li>Some schools exercise this right.</li> </ul>	<ul style="list-style-type: none"> <li>Schools don’t have to seek waiver because there is no union contract.</li> <li>OR waiver process is easy to navigate and frequently used by schools.</li> </ul>