

Tiered Autonomy + Multi-Layer Support = Results

GEORGIA'S REIMAGINING EDUCATION CONFERENCE
June 21-22, 2021

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Session Logistics

- **Handouts:** Session handouts are available for download in the handouts section
 - ❖ Handouts are also available on our Events and Conferences webpage
- **Questions:** Enter questions/comments in the questions box
- **Feedback:** Please complete the pop-up survey at the close of the session
- **Certificate of Attendance:** A link to a certificate of attendance will be emailed in 24-hours
 - ❖ Must attend the entire live session
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 - ❖ On-demand views are not eligible to receive a certificate of attendance

About Your Presenters

- **Dr. Gyimah Whitaker**
- **Deputy Chief Academic Officer**
 - Former Area Superintendent
 - Former Area Executive Director
 - Former Assistant Superintendent of Learning and Teaching
 - Always a Teacher



- **Mr. Ron Maxwell**
- **Zone Superintendent**
 - Former Area Executive Director
 - Former High School & Middle School Principal
 - Former Elementary, Middle and High School Assistant Principal
 - Always a Teacher



Why we are here...

Number of Failing Schools Year by Year



The Thriving Thirty is well on its way to 0 failing schools by 2019-2020.



The Thriving Thirty Schools focus on a few things and those things are monitored aggressively.

- 1 Big Rocks of our district align to school priorities
- 2 90-Day plan outlines priorities, action steps, and progress monitoring
- 3 School site visits are the forum to monitor the monitoring



Session Goals

- Provide a Roadmap to Creating Tiered Autonomy
- Share our Learnings on Multi-layer Support Structure
- Highlight how our former work is influencing Post-pandemic Planning
 - FOCUS
 - The Bridge Plan

Roadmap to Creating Tiered Autonomy

How did Fulton County Schools design a structure which created tiered autonomy while remaining a charter district?



Roadmap to Creating Tiered Autonomy

- Strategic Support Model
- District Conditions
- Big Rocks and Common Commitments
- Systems and Structures for Monitoring



Strategic Support Model

A/B
C
D/F



Flexible
Tailored
Intensive

District Conditions 2018-2019

Instructional Infrastructure

Release Days/Professional Development
•Professional Learning Communities

Build protocols and processes that support PLC

Team process for workflow for all data needs of schools in turnaround

School Support

Consolidation of Title I, Strategic, and 90-day planning

Develop a forced ranking protocol for differentiated support of leaders based upon results of the BEI and/or LKES

Coordinate with CAO on the agenda for Guiding Coalition to embed tracker analysis of data. Focus on promises made/promises kept, and problem of practice.

Learning & Teaching

Contract with TNTP to design content-specific instructional rubrics that build on the lessons of TNTP's research

Conduct calibration walks at schools within the district (all levels of the Strategic Support Model)

Train instructional leaders on the growth rubrics

District Conditions 2019-2020

Data-driven Culture and Student Data Management System

- Professional Learning Communities

High-quality Instruction (Core and Interventions)

- Tier 2 and Tier 3 Programming

Common Commitments

Intensive Support – Tailored Support – Flexible Support

Big Rock	Tight Common Expectations	Flexibility	District/Support Resources
Literacy			
Data Action & Analysis			
Standards Mastery Framework			
Coaching			


2018-2019

2019-2020

Systems and Structures for Monitoring

Search or type a command

< All teams



Evoline C. West ES Adm... ...

General

General Posts Files PLC Notebook +

+ New ▾ ↑ Upload ↻ Sync 🔗 Copy link

General

- Name ▾
- Student Handbook
- Parent Handbook
- Faculty Handbook
- Bell Schedule
- Professional Learning Calendar
- Master Schedule Grid
- Roles and Responsibilities
- 90 Day Plan

Thriving Thirty Executive Team Noteb... Collaboration Space 5 Initiatives Shared Resources Staff Meeting Notes Princip

Calibration Walks 9.17

Tuesday, September 17, 2019 9:54 AM

ES
Quarterly visits

Glow	Grow
Optimized the time Leaving the school with the take-away We ask the questions - Why and getting to student outcomes Specialist accountability	A lot of next steps - Create the priority

HS

Glow	Grow
Made sense to the school Team is open to the feedback Building has changed over the years Complimented colleague that the lifting of trends and patterns - jogging memory	Opportunity for coach - COP

MS

Glow	Grow
Like the tool Each class had a graphic organizer and less sage on the stage Leverage	The tool is long/cumbersome Growth area is to trust the tools from the district

Roadmap to Creating Tiered Autonomy

Of these markers, which is/are a part of your plan for 2021-2022?

1. Strategic Support Model
2. District Conditions
3. Big Rocks and Common Commitments
4. Systems and Structures for Monitoring





Multi-Layer Support Structure

How does a school and a district align to support schools?

Multi-layer Structures of Support 2016-2020

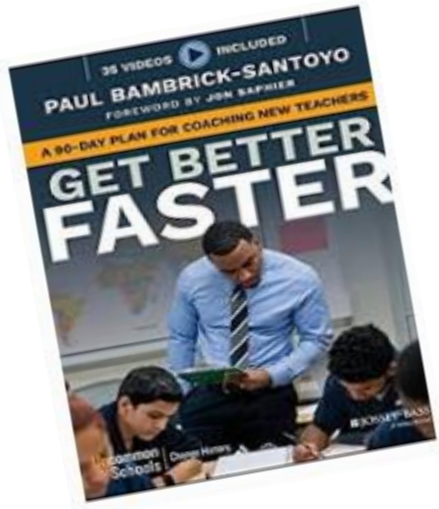
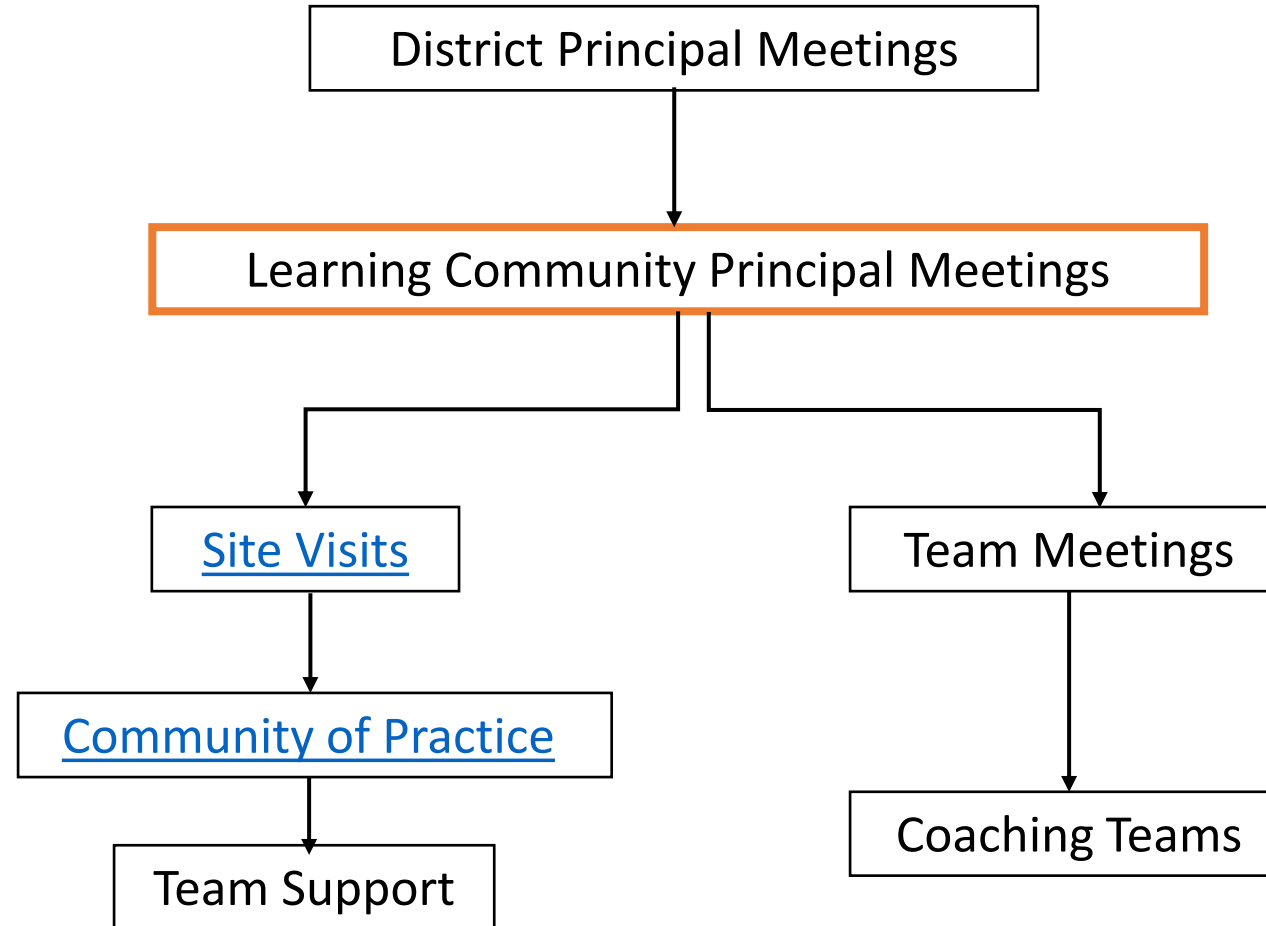
In-School Structures

- Principal
- Assistant Principal
- Math and Reading Instructional Coaches
- Curriculum Support Teacher (Elementary)
- Administrative Assistant (varies)

District Structures

- Area Superintendent
- Area Executive Director
 - Mini Team
 - ELA Specialist
 - Math Specialist
 - Data/Assessment Specialist
 - Behavior Specialist
 - Special Education Coordinator

Multi-layer Support Structures - Coherence



Multi-layer Support Structures 2021-2022

Support Structure for 2016-2020

Learning Community

- Area Superintendent, Area Executive Directors, Program Specialist, and Title I Leads

School Support

- Principal, Assistant Principals, Curriculum Support Teachers (CST), Few Design Instruction (SDI) Coaches, and Instructional Coaches

Schools

Support Structure for 2021-2022

Central Office

- Superintendent, Chief Academic Officer, Deputy Academic Officer, Assistant Superintendents, Directors, Zone Superintendents and Program Specialist

Zones

- Zone Superintendents, Directors and Program Specialist

School Support

- Principal, Assistant Principals, Instructional Coaches, Curriculum Support Teachers (CST), Special Design Instruction (SDI) Coaches, Remedial Teachers and Instructional Paraprofessionals

Schools

Multi-Layer Support Structure

Of these markers, which is/are a part of your plan for 2021-2022?

1. Central Office Support Staff
2. Principals and/or Assistant Principals
3. School Support Staff
4. Teachers





Post Pandemic Planning

How is our former work impacting Post-pandemic Planning?

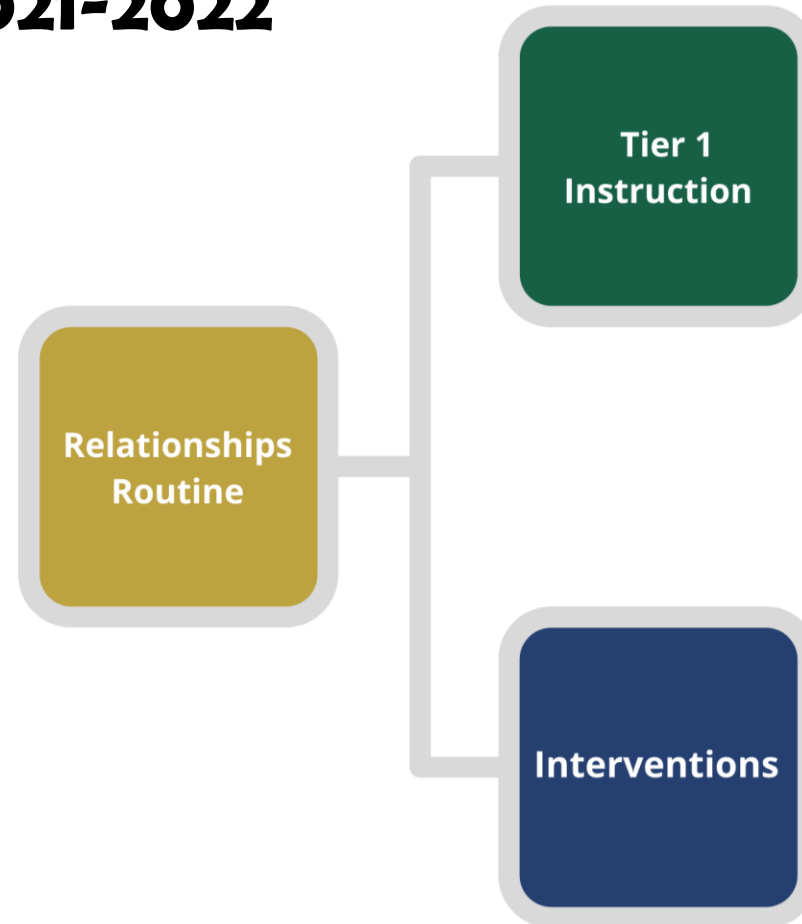
Post Pandemic Planning

Big Rocks 2021-2022

STUDENT SUCCESS SKILLS REJOIN MODULE



OFFICE OF STUDENT SUPPORTS

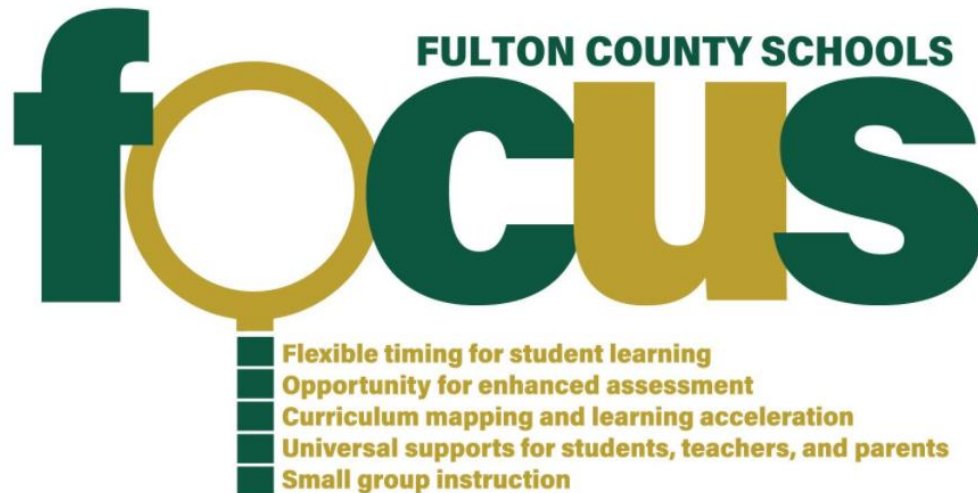


**Every Child
Reads**



- Flexible timing for student learning
- Opportunity for enhanced assessment
- Curriculum mapping and learning acceleration
- Universal supports for students, teachers, and parents
- Small group instruction

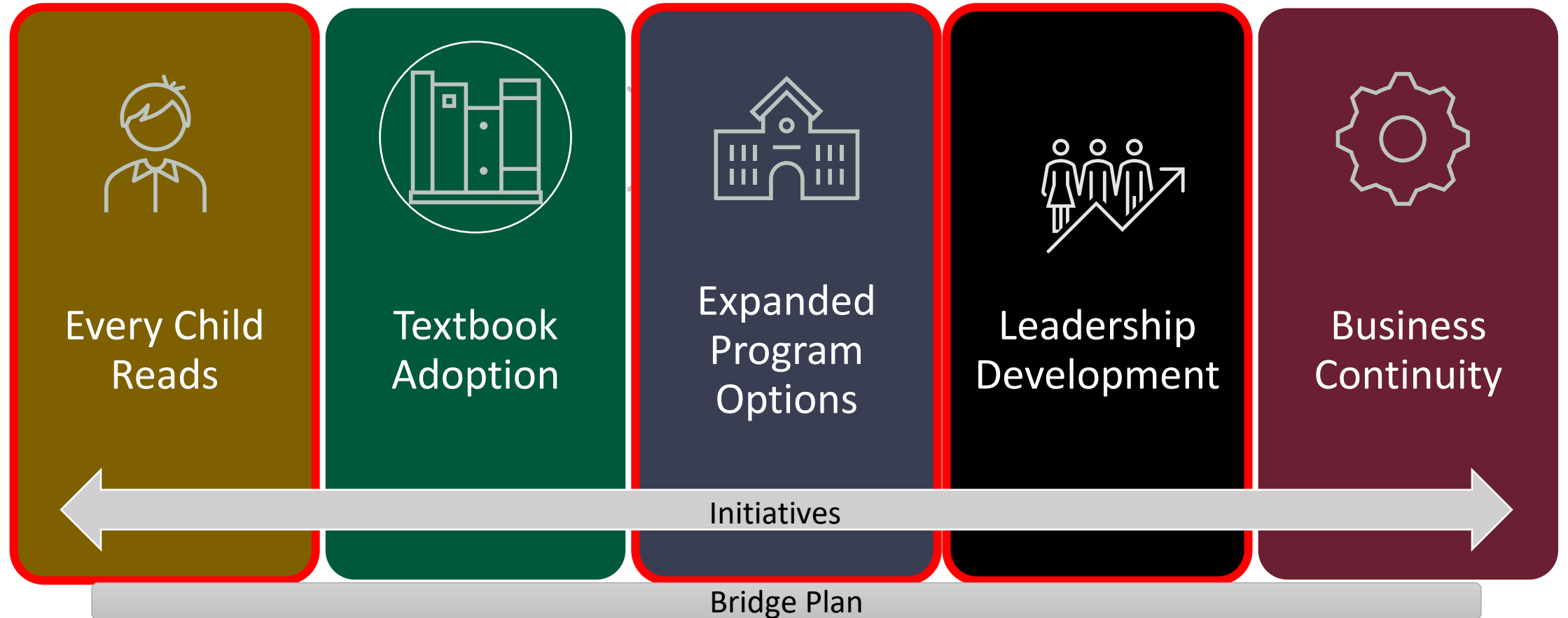
Which area of FOCUS will build teacher capacity and improve student outcomes in your building?



- **Flexible Timing for Student Learning**
 - Extended Time Instructional Model
- **Opportunity for Enhanced Assessment**
 - Assessment Calendar
- **Curriculum Mapping and Learning Acceleration**
 - Learning Acceleration Guidance
- **Universal Supports for Students, Teachers, and Parents**
 - Student Success Skills Dashboard
- **Small Group Instruction**
 - High Dosage Small Group Handbook

Post Pandemic Planning

Create a plan for the differentiated utilization of ARP funds based on the scope of the need.

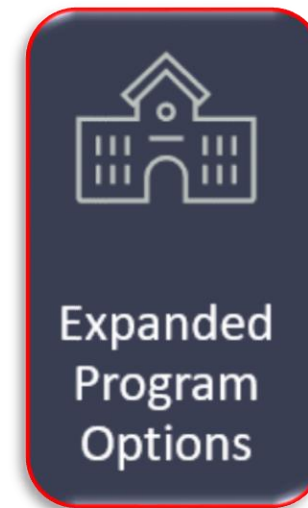


Post Pandemic Planning

Of the concepts heard today, which would you want to hear more about?



1. Rejoin Module
2. Every Child Reads
3. FOCUS
4. Expanded Programs
5. Leadership Development



Every Child Reads

Next Steps

- Determine if Tiered Autonomy would be valuable to your Theory of Action.
- Determine which district conditions are out of alignment with schools that need greatest support.
- Determine what few things are you going to focus on that will build teacher capacity and improve student outcomes. Determine what guiding documents schools need from the district.
- Determine your structures for:
 - Support
 - Monitoring
 - Feedback

Questions & Answers



Session Feedback

Thank you for attending our session!

- Please take a moment to provide your feedback on the pop-up survey at the close of the session.
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Georgia Department of Education

**EDUCATING
GEORGIA'S FUTURE**