

REQUIRED ACTION

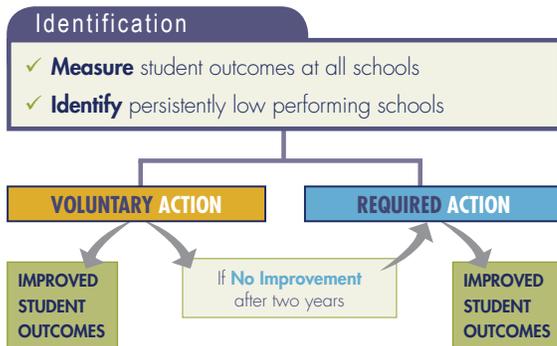
A PROCESS, A PLAN, AND A PARTNERSHIP TO IMPROVE STUDENT ACHIEVEMENT

REQUIRED ACTION is a key element of the State Board of Education's (SBE) **Accountability Framework**.

The Required Action process will provide critical resources to districts with persistently low achieving schools.

The Required Action process is designed to **end the education gap** – the inequity that exists in Washington's public schools.

ACCOUNTABILITY FRAMEWORK



All students deserve an excellent and equitable education and the Required Action is designed to make that ideal a reality.

"One of the most powerful tools for empowering individuals and communities is making certain that any individual who wants to receive a quality education can do so... We must work to help all families and all communities realize their dream of a better future."

– Gov. Christine Gregoire

A **Required Action District** is a School District with:

Title I and non Title I schools that have very low overall student achievement in reading and math, no significant improvement, and graduation rates less than 60 percent for five years.

A PARTNERSHIP FOR IMPROVEMENT

If the Legislature approves, Required Action will create a collaborative partnership between the state and local school district to turn around persistently low achieving schools.

STATE ASSISTANCE CAN MAKE A DIFFERENCE

The State can focus support and technical assistance so that districts can make significant changes.

REQUIRED ACTION WILL RESULT IN POSITIVE, MEASURABLE OUTCOMES:

- + **Increase** achievement for all students
- + **Close** the achievement gap
- + **Reduce** the dropout rate
- + **Create** district capacity to help schools that need it the most
- + **Foster** mutual accountability for all



REQUIRED ACTION: A FIVE STEP PROCESS

STEP 1: DISTRICT IDENTIFICATION

Using federal and state criteria, the Office of Superintendent of Public Instruction (OSPI) will identify the bottom 5% of persistently low achieving schools and their districts. The identified districts are **Required Action Districts**, based on five years of low performance. **Note:** The local board has the right to appeal this designation.

STEP 2: ACADEMIC AUDIT

- ✓ **SBE** directs **OSPI** to conduct an **Academic Performance Audit** of **Required Action Districts**.
- ✓ The audit, conducted by third party experts in the field, will examine factors, such as:
 - Strengths and weaknesses of current leadership in the district and schools.
 - Human resources policies (how staff is evaluated, hired, compensated, assigned, trained, or replaced through collective bargaining contracts and local board policies).
 - Alignment of curriculum and instruction to state standards.
 - Current resources (federal, state and local) targeted to lowest performing schools.
 - Family and community partnerships with schools.
- ✓ The audit recommends an effective model based on the findings.
- ✓ **OSPI** communicates audit findings to **SBE** and the **Required Action Districts** and their communities.



STEP 3: PLAN DEVELOPMENT

Based on the audit findings, the **local board** develops a **Required Action Plan** in **collaboration with staff and the community**. The Required Action plan must include detailed information on the necessary budget for improvement, the resources needed, and a metric for the measurement of desired outcomes. The Required Action plan must use one of the following four federal improvement models:

- **Turnaround:** Replace principal and 50% of staff.
 - **Restart:** Open the school under charter or other third party education management organization.
 - **Closure:** Send students to other schools in district.
 - **Transformation:** Reform instructional environment, develop teacher and school leader effectiveness, increase community engagement, extend learning time.
- + Other additional state and local models in other subsequent years.

STEP 4: PLAN APPROVAL & IMPLEMENTATION

- ✓ **SBE** approves the Required Action Plan and ensures that **the district** has sufficient resources and authority for implementation.
- ✓ The **District** implements the Required Action Plan and has 3 years to make significant progress based on approved plan metrics.
- ✓ The **District** provides quarterly progress reports to **SBE**, **OSPI**, and the community.
- ✓ **OSPI** monitors district progress and provides assistance as needed.

STEP 5: REVIEW & NOTIFICATION

- ✓ During the third year, **OSPI** notifies **SBE** of a district's Required Action progress and determines when a **district** has demonstrated sufficient improvement.
- ✓ **SBE** notifies a **district** that it is no longer a Required Action District or that insufficient progress has been made and a new Required Action Plan is needed.