

**STATE BOARD OF EDUCATION**  
**Consent Item**  
July 18, 2018

**SUBJECT:** Amendment to Rule 6A-1.099814, Principal Autonomy Program Initiative

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**PROPOSED BOARD ACTION**

For Approval

**AUTHORITY FOR STATE BOARD ACTION**

Section 1011.6202, F.S.

**EXECUTIVE SUMMARY**

The proposed changes are required as a result of new policies introduced during the 2018 legislative session in House Bill (HB) 7055. Prior to this legislation, seven school districts could submit a principal autonomy proposal for approval that exchanges statutory and rule exemptions for an agreement to meet performance goals established in the proposal. New legislation expands eligibility to all school districts on a first come, first serve basis.

The proposed rule sets forth the eligibility requirements for approval pursuant to section 1011.6202(1), F.S., by updating the criteria so that all school districts are eligible to apply on a first-come, first served basis; setting forth submission, review, and approval criteria; and delineating the responsibilities of the school district and Department of Education.

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**Supporting Documentation Included:** Proposed Rule 6A-1.099814, F.A.C.; and Form PAPI-1819, Principal Autonomy Program Initiative Application Template

**Facilitator/Presenter:** Hershel Lyons, Chancellor, K-12 Public Schools



**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) Definitions. For the purpose of this rule, the following definitions apply:

(a) "Leadership team" means a 4-6 member team comprised of the principal and other individuals selected by the principal, such as a district administrator, school administrator, instructional coach or teacher leader.

(b) "Nationally recognized school turnaround program" means a program that has at least five (5) years of evidence-based success in improving student achievement in low performing schools.

(3)(2) Application Process. District school boards ~~Each eligible school district pursuant to Section 1011.6202(1), F.S.,~~ seeking to participate in the program shall submit an application ~~a proposal~~ that meets the requirements of subsection (5)(3) of this rule to the Florida Department of Education (Department) by December 1 ~~the Department's prescribed deadline.~~

(4) Eligibility Requirements.

(a) The district must maintain a general fund ending balance that is sufficient to address normal contingencies, in accordance with section 1011.051, F.S., and not have had its ending fund balance fall below two (2) percent during the previous three (3) fiscal years.

(b) Provide assurance that the assigned principal has earned the school principal certification, awarded pursuant to Rule 6A-4.0083, F.A.C and has earned a highly effective rating on the prior year's performance evaluation pursuant to section 1012.34, F.S., at the current school site.

(5)(3) Application ~~Proposal~~ Requirements. The district application 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) For each school, include the following components:

~~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;~~

1. The school's mission statement;

2. The participating school's student population;

3. A rationale for including each school in the application;

4. Description of the educational strengths and needs for student achievement growth that impact the school grade, including any achievement gaps that may exist, and identify how student achievement can be improved in these areas;

5. The methods used to identify the educational strengths and needs of the students at each participating school, and a summary of the needs assessment results;

6. Performance targets for school grade components outlined in section 1008.34(3)(b), F.S., that will result in an improved grade of “C” or higher at each participating school by the end of the three (3) year term;

7. Identify the names, area(s) of strength, and area(s) for growth of the highly effective principal(s) assigned to each participating school;

8. Identify the names, position titles, and rationale for each member of the 4-6 person leadership team identified by each participating principal who will enroll in the school turnaround program;

9. Describe the current financial and administrative management of each participating school;

10. Describe 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., that includes a rationale of how the increased autonomy will help the selected schools improve student achievement and school management;

11. 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.;

12. A description of the areas in which each participating school will continue to follow district school board fiscal and administrative policies.

(c) Identify the nationally recognized school turnaround program which the school district will utilize and provide documentation that the program; ~~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;~~

~~1. 2. Has at least five (5) years of demonstrated success increasing student achievement in low-performing schools; and, 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,

2. 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.~~

~~(6)(4) Application 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 ~~(5)~~ (3) of this rule; and,
- ~~(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,~~
- ~~(c)~~ (d) Is found by the State Board of Education to create the conditions necessary to meet the school district's performance goals established pursuant to subsection ~~(5)~~ (3)(~~6~~) of this rule, for each participating school.

~~(7)~~ (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 requirements mandated ~~deliverables required~~ by subsection ~~(8)~~ (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.

~~(8)(7) Program Reporting and Evaluation. By September 15, the school district shall submit an annual report to the Department on the implementation of the program that includes, at minimum: 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) Progress made toward performance targets established in subparagraph (5)(b)6. of this rule;~~

~~(b) Documentation of professional development activities teachers participated in that are designed to assist the school in reaching the performance targets established in (5)(b)6. of this rule;~~

~~(c) A summary of key learnings from the nationally recognized school turnaround program and changes in teacher and leader practice or policies that resulted.~~

~~(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 2-20-17.*



Principal Autonomy Program Initiative  
[Insert District Name]  
Proposal

This form is provided for the convenience of the applicants and is not required to receive a review and approval by the Department of Education. It includes the requirements for an application as set forth in Rule 6A-1.099814, F.A.C.



## Principal Autonomy Program Initiative Proposal

### Purpose of the Program

The Principal Autonomy Program Initiative (PAPI), established in section 1011.6202, Florida Statutes (F.S.), authorizes the State Board of Education to enter into a performance contract with Florida school districts to provide highly effective principals of identified schools with increased autonomy and authority to operate his or her school, as well as other schools, in a way that produces significant improvements in student achievement and school management while complying with constitutional requirements. The performance contract exchanges statutory and rule exemptions for an agreement to meet performance goals established in the proposal. School districts must submit an application by December 1, 2018, and will be selected on a first-come, first-served basis. If approved by the State Board, the school district is eligible to participate in the program for three years.

### Part I: Contact Information

#### Identification of PAPI Contact

*Provide the following information for the district-level contact who will oversee the implementation of PAPI and receive, and subsequently distribute, all future communications regarding the program.*

#### PAPI Contact

Contact's Name  
 Position Title  
 Phone Number  
 Email Address

### Part II: General Assurances

*Acknowledge the district's understanding of the following requirements in this section by checking each box below.*

#### Approval of District Proposals

The State Board of Education (SBOE) has final authority in the approval of district proposals.

We understand

#### Term of Participation

If approved by the SBOE, the district will be eligible for the program for an initial period of three years. If the district fails to meet the requirements of PAPI during the three-year period, the SBOE may revoke authorization to participate in the program.

We understand

## Principal Autonomy Program Initiative Proposal

A school shall remain exempt beyond the term of the program as long as the school receives no grade lower than a “B.”

We understand

The State Board may revoke authorization to participate in the program if a school or the district fails to meet the requirements of section 1011.6202, Florida Statutes.

We understand

The district must select three schools that received at least two school grades of “D” or “F” during the previous three school years with the most recent school grade being a grade of “C” or higher.

We understand

### Funding

Subject to an appropriation by the Florida legislature, the department shall fund an amount not to exceed \$10,000 for each participating principal in each participating district as an annual salary supplement for three years. Principals must meet the following requirements to be eligible for the supplement:

- Be rated “highly effective” as determined by the principal’s performance evaluation under s. 1012.34;
- Be currently assigned to a school that earned a grade of “F” or two consecutive grades of “D” pursuant to s. 1008.34, and are not implementing a State Board of Education-approved turnaround plan under Rule 6A-1099811, F.A.C.

We understand

### Fiscal and Administrative Autonomy

In accordance with section 1012.28(8), F.S., the district must provide the principal of each selected school or school zone with the authority to select qualified instructional personnel for placement; refuse to accept the placement or transfer of instructional personnel by the superintendent; and deploy financial resources to school programs at their discretion to improve student achievement, as defined in section 1008.34(1), F.S., and meet the performance goals set for the program.

We understand

### School-Level Funding

The district must ensure each selected school receives at least 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.

We understand

### Principal Autonomy Program Initiative Proposal

**School #1: [Insert School Name Here]**

*Provide the school's mission statement.*

*Describe the school's student population.*

School Type and Grades Served	Title I School		Economically Disadvantaged (FRL) Rate (as reported on Survey 3)	Primary Service Type (Per MSID File)	Charter School		Minority Rate (Reported as Non-White on Survey 2)
	YES <input type="checkbox"/>	NO <input type="checkbox"/>			YES <input type="checkbox"/>	NO <input type="checkbox"/>	

*Provide a rationale for including this school in the program.*

*Describe the educational strengths and needs of the student population, including any achievement gaps that may exist, and identify how student achievement can be improved in these areas.*

*Explain the methods used to identify the educational strengths and needs of the participating school's students.*

*Describe the current financial and administrative management of the participating school.*

### Principal Autonomy Program Initiative Proposal

*Utilizing the school improvement plan, identify at least three specific student achievement growth goals that impact the school grade and a description of how the school will address these goals through professional development and instruction.*

Student Achievement Growth Goal	Professional Development to Address Goal	Instructional Practice to Address Goal
1. 2. 3.	1. 2. 3.	1. 2. 3.

**Principal of School #1: [Insert Principal Name Here]**

*Describe at least two of this principal’s area(s) of strength and area(s) for growth as an instructional leader.*

*Identify the areas in which the school principal will have increased fiscal and administrative autonomy, including the authority and responsibilities provided in s. 1012.28(8), and describe how the increased autonomy will help the principal improve student learning.*

*Identify the areas in which each participating school will continue to follow district school board fiscal and administrative policies.*

**Turnaround Program Participants**

*Provide the name, role, area(s) of strength, and area(s) for growth for each member of the 4-6 member leadership team designated to participate in the turnaround program.*

### Principal Autonomy Program Initiative Proposal

**School #2: [Insert School Name Here]**

*Provide the school's mission statement.*

*Describe the school's student population.*

School Type and Grades Served	Title I School		Economically Disadvantaged (FRL) Rate (as reported on Survey 3)	Primary Service Type (Per MSID File)	Charter School		Minority Rate (Reported as Non-White on Survey 2)
	YES <input type="checkbox"/>	NO <input type="checkbox"/>			YES <input type="checkbox"/>	NO <input type="checkbox"/>	

*Provide a rationale for including this school in the program.*

*Describe the educational strengths and needs of the student population, including any achievement gaps that may exist, and identify how student achievement can be improved in these areas.*

*Explain the methods used to identify the educational strengths and needs of the participating school's students.*

*Describe the current financial and administrative management of the participating school.*

### Principal Autonomy Program Initiative Proposal

*Utilizing the school improvement plan, identify at least three specific student achievement growth goals that impact the school grade and a description of how the school will address these goals through professional development and instruction.*

Student Achievement Growth Goal	Professional Development to Address Goal	Instructional Practice to Address Goal
4.	4.	4.
5.	5.	5.
6.	6.	6.

**Principal of School #2: [Insert Principal Name Here]**

*Describe at least two of this principal’s area(s) of strength and area(s) for growth as an instructional leader.*

*Identify the areas in which the school principal will have increased fiscal and administrative autonomy, including the authority and responsibilities provided in s. 1012.28(8), and describe how the increased autonomy will help the principal improve student learning.*

*Identify the areas in which each participating school will continue to follow district school board fiscal and administrative policies.*

**Turnaround Program Participants**

*Provide the name, role, area(s) of strength, and area(s) for growth for each member of the 4-6 member leadership team designated to participate in the turnaround program.*

### Principal Autonomy Program Initiative Proposal

**School #3: [Insert School Name Here]**

*Provide the school's mission statement.*

*Describe the school's student population.*

School Type and Grades Served	Title I School		Economically Disadvantaged (FRL) Rate (as reported on Survey 3)	Primary Service Type (Per MSID File)	Charter School		Minority Rate (Reported as Non-White on Survey 2)
	YES <input type="checkbox"/>	NO <input type="checkbox"/>			YES <input type="checkbox"/>	NO <input type="checkbox"/>	

*Provide a rationale for including this school in the program.*

*Describe the educational strengths and needs of the student population, including any achievement gaps that may exist, and identify how student achievement can be improved in these areas.*

*Explain the methods used to identify the educational strengths and needs of the participating school's students.*

*Describe the current financial and administrative management of the participating school.*

### Principal Autonomy Program Initiative Proposal

*Utilizing the school improvement plan, identify at least three specific student achievement growth goals that impact the school grade and a description of how the school will address these goals through professional development and instruction.*

Student Achievement Growth Goal	Professional Development to Address Goal	Instructional Practice to Address Goal
7.	7.	7.
8.	8.	8.
9.	9.	9.

**Principal of School #3: [Insert Principal Name Here]**

*Describe at least two of this principal’s area(s) of strength and area(s) for growth as an instructional leader.*

*Identify the areas in which the school principal will have increased fiscal and administrative autonomy, including the authority and responsibilities provided in s. 1012.28(8), and describe how the increased autonomy will help the principal improve student learning.*

*Identify the areas in which each participating school will continue to follow district school board fiscal and administrative policies.*

**Turnaround Program Participants**

*Provide the name, role, area(s) of strength, and area(s) for growth for each member of the 4-6 member leadership team designated to participate in the turnaround program.*



### Principal Autonomy Program Initiative Proposal

#### Part IV: Turnaround Program

##### Turnaround Program Selection

*Identify the nationally recognized school turnaround program, which focuses on improving leadership, instructional infrastructure, talent management, and differentiated support and accountability, to which the district will apply, and provide a link to the program's website.*

*Provide the administrative and enrollment costs associated with the turnaround program.*

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## Principal Autonomy Program Initiative Proposal

### Part V: Confirmation of District Commitment

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*District Superintendent*

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*School Board Chair*

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