

The School District of Philadelphia

Action Plan 3.0

March 10, 2015

Vision of the School District of Philadelphia

The SDP will deliver on the right of every child in Philadelphia to an excellent public school education and ensure all children graduate from high school ready to succeed.

100% of students will graduate, ready for college and career

100% of 8-year-olds will read on grade level

100% of schools will have great principals and teachers

SDP will have 100% of the funding we need for great schools, and zero deficit

Action Plan 3.0

Equity

Stability

Evidence

School

We have made great strides this past year

- **High-quality instruction**
 - Alignment with PA Core Standards
 - Curriculum
 - Instructional practices
 - SPR
 - System of Great Schools
 - Talent
 - Climate
- **Early literacy efforts**
 - Literacy specialists
 - Anchor-goal aligned partnerships
- **New opportunities for students and families**
 - Online school application process
 - ELL (dual language)
 - New high schools
 - SRI
 - SACs
 - Parent and student surveys
- **Resources**
 - +\$200m recurring revenue
 - Strategic partnerships
 -

And... we have much work to do

- Continued work on **equity**, meeting the needs of every single child and serving the under-served
- Continued focus on performance and **service-orientation** of our support functions



The Plan is a natural progression and a pivot

- I. Renewed focus and specialization
- II. Structural budget fixes

I. Renewed focus and specialization

1 Networks of schools

2 “100%” autonomy for select schools

3 Deepened functional expertise in core areas

4 School-oriented service center

5 Selective and purposeful charter expansion

1 Networks of schools

- Neighborhood Networks
- Turnaround Network
- Opportunity Network
- Innovation Network

2

“100%” autonomy for select schools

- Principle: per-student budget allocation and charter-like flexibilities
- TBD: eligibility & autonomies
- Phased in starting in SY2016-2017

Deepened functional expertise in core areas

Teaching

- Productive feedback
- Collaboration
- Flexible curriculum aligned to PA Core
- PreK-3 continuum
- Specialized learning experiences based on need
- Social-emotional and behavioral health
- Coherent assessment system

School environment

- Well-resourced, clean, comfortable, healthy and safe schools
- Nutrition
- Transportation
- Meaningful family and parent partnerships
- Community resources

People

- Hiring practices
- Principal and teacher pipelines
- Continuous development
- Celebration and retention of high-performing staff

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School-oriented service center

- Focus on **responsive, flexible** services to schools
- Best-in-class **customer** service
- **Fee-for service** across District-run and externally operated

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Selective and purposeful charter expansion

- Only if net neutral for all children
- Strategic focus on Charter support where it's needed most (e.g., Turnarounds)
- Select expansion of highest-performing Charters as required by law

II. Structural budget fixes

State-wide student weighted funding formula

Revised charter per pupil funding – general education

Revised charter per pupil funding – special education

New recurring revenues – city

New recurring revenues – state

Pension relief

Labor savings

Implementation

- We will take the time we need to get this right
- Some things we are already doing
- Some things we can do for SY15-16
- Some things we need to spend a year designing
- In all cases we will work collaboratively on the design, planning and execution