



# Portfolio School Districts Project

center on reinventing public education

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## The 7 Components of a Portfolio Strategy

The portfolio strategy is a performance management model for districts that aims to create dramatic student achievement gains at scale. It centers on creating more high-quality schools regardless of provider, giving schools autonomy over staff and funding, and holding all schools accountable for performance. The portfolio strategy is built on 7 key components.

### Good Options and Choices for All Families

- Opening of new schools based on parent/student/neighborhood need
- Opening of new schools with outside operators (e.g., charters)
- School choice for all families
- Coordination of enrollment and school information for families across sectors
- Aggressive recruitment of external new school providers
- Intentional development of internal new school providers
- Equity and access to charter and non-traditional schools for special education students and English Language Learners

### School Autonomy

- Universal autonomy: all schools control staff selection and de-selection, budget, pay, and curriculum choice
- Freedom to seek waivers on contracts regarding use of time, teacher resources, and student grouping

### Pupil-Based Funding for All Schools

- Pupil-based funding
- High proportion of district funds being sent to schools
- Common pricing of facilities and services across sectors
- School-level flexibility to pay for new models of teaching and organization (e.g., hybrid learning models)
- Plan in place for low-enrollment schools that cannot survive on pupil-based funding (e.g., plan closure and provide extra funding to see current cohort of students finish)

### Talent-Seeking Strategy

- Recruitment of new principals and teachers to the district
- Intensive development of strong teachers and leaders from within the district
- Policies in place for using alternative pipelines to find/develop talent
- Performance-based teacher retention
- Contractual arrangements in place that free up schools to have performance-based teacher pay

### Sources of Support for Schools

- Schools free to choose support from diverse independent providers
- Strategy to intentionally attract and support diverse independent providers

### Performance-Based Accountability for Schools

- Data systems that allow measurement of annual student growth
- Accountability systems that compare schools on student growth, climate, and improvement
- Rich information systems to guide school self-assessment and planning
- Common student performance standards for all schools
- Publication of a school report card
- Closure of persistently low-performing district and charter schools

### Extensive Public Engagement

- Communication plan to convey information about reform strategy and progress (including need for school closures)
- Public criteria and schedule for school closings and openings
- Feedback loop for parents and community members to express concerns and receive response
- Partnerships and coalitions with key stakeholders