



Student Outcomes Focused Governance

Overview

Purpose

School systems exist for one reason and one reason only: to improve student outcomes. The Atlanta Board of Education is implementing the Council of the Great City Schools' (CGCS) Student Outcomes Focused Governance framework in order to identify strengths and weaknesses as well as to track progress along the journey toward improving student outcomes.

Framework

The framework is built around six research-informed competencies that describe school board behaviors and the degree to which they create the conditions for improvements in student outcomes:



Vision & Goals



Values & Guardrails



Monitoring & Accountability



Communication & Collaboration



Unity & Trust



Continuous Improvement

The first steps to this framework is for the Board to adopt **Goals** and **Guardrails**.

Goals

- Reveal community's **vision** for student outcomes and describe what the community wants its students to know and be able to do
- Ideal Goals are Specific, Measurable, Attainable, Results-Focused, Time Bound (**S.M.A.R.T.**)
- Describe what the District is trying to accomplish and are only about **student outcomes**

Guardrails

- Based on the community's **values** and aligned to the community's vision and goals
- Operational strategic action the Superintendent may **not** use or allow in pursuit of the District's student outcome goals
- **Inputs**, not outcomes - relate to what adults will do to cause the goals to happen ("GO until we say STOP")

Plan

Once the school board clarifies the priorities (Goals and Guardrails), the superintendent determines how best to implement them. From that point on, the work of the school board shifts to monitoring progress to ensure that reality increasingly matches the Goals and Guardrails.

Student outcomes don't change until adult behaviors change.



2021-2026



APS Board Goals & Guardrails

Goals



Goal 1: Literacy Proficiency

The percentage of students in grades 3-8 scoring proficient or above in reading, as measured by the Georgia Milestones



Goal 2: Numeracy Proficiency

The percentage of students in grades 3-8 scoring proficient or above in math, as measured by the Georgia Milestones



Goal 3: Post-Graduation Preparedness

Increase the percentage of high school students who graduate prepared for their next step as demonstrated on a multi-dimensional assessment based on the Profile of a Graduate.



Goal 4: College and Career Readiness

The percentage of high school students who score at the college and career readiness level on career pathway assessments, IB, AP, Dual Credit, ACT or SAT, work-based learning, or entering TCSG/USG without needing remediation

Guardrails

Guardrail 1: Equity

The Superintendent will not allow inequitable treatment of students as measured by student academic outcomes, discipline occurrences, and/or resource allocation.

Measure: The percentage of district divisions and schools aligning their efforts and resources with the APS Strategic Equity Framework

Guardrail 2: Stakeholder Engagement

The Superintendent will not make major decisions or bring major recommendations to the Board without first implementing a stakeholder engagement strategy, including students, parents, teachers, staff, governance teams, and community members.

Measure: Increase the percentage of stakeholders who agree that they are involved in the decision-making process

Guardrail 3: Culture & Climate

The Superintendent will not foster or allow a culture of fear, intimidation, or retaliation, or an unwelcoming environment.

Measure: The percentage of staff, students, and parents who indicate that the district has a welcoming environment free of fear, intimidation and retaliation

Guardrail 4: Innovation & Accountability

The Superintendent will not allow struggling schools to be without: a comprehensive needs assessment; supports aligned to that assessment; and, if the struggle persists for up to three years, a high impact intervention.

Measure: The percentage of schools needing Tier 2 and/or Tier 3 support in the district continuous improvement model