

Autonomies and Local Conditions Required to Greenlight Restart

Talent			
	Hiring autonomy	Autonomy	Must have
	Job description autonomy	Autonomy	Must have
	Termination autonomy, including mid-year	Autonomy	Must have
	Timely district onboarding	District Capacity	Differentiator
	Working conditions autonomy	Autonomy	Must have
	Evaluation autonomy	Autonomy	Must have
	Ability to attract talent	Structural	Differentiator
Academics			
Schedule			
	Length of school day	Autonomy	Must have
	Length of school year	Autonomy	Must have
	School calendar alignment	Autonomy	Differentiator
Curriculum and Instruction			
	Full curriculum and instructional autonomy	Autonomy	Must have
Professional Development			
	Professional development content	Autonomy	Must have
	Ability to have 1/2 day PD days	Autonomy	Must have
	Ability to have teachers start in August for orientation	Autonomy / District Capacity	Must have
Behavior			
	Student code of conduct	Autonomy	Must have
Special Education			
	Autonomy to hire (and be re-imbursed for) related service providers	Autonomy / District Capacity	Must have

	Autonomy to hire (and be re-imbursed for) 1:1 aids	Autonomy / District Capacity	Differentiator
	Final authority on IEP decisions	Autonomy / District Capacity	Must have
Operations			
Data			
	Ability to manage our own data systems independently	Autonomy	Must have
	Automated & secure daily exports of basic enrollment information	District Capacity	Must have
Facilities			
	District support in renovating facilities before opening	District Capacity	Differentiator
	Responsiveness to large-scale facilities needs	District Capacity	Differentiator
	Optional district-provided custodial services and food services	District Capacity	Differentiator
	Inherit existing furniture in school	District Capacity	Differentiator
IT/Tech			
	Inherit existing technology in school	District Capacity	Differentiator
	Sufficient bandwidth/wireless coverage	District Capacity	Differentiator
	Either responsive district IT support or money to provide IT services	District Capacity	Differentiator
Finance			
	Ability to operate sustainable in the long term	District Capacity	Must have
	Alignment to UP's standardized revenue model	District Capacity	Differentiator
	Direct pass through of per pupil revenue to schools	District Capacity	Differentiator
	Teacher salary scale	District Capacity	Differentiator

	Favorable ratio between per pupil revenue and teacher salaries	District Capacity	Differentiator
	SRG funds, or comparable grants	District Capacity	Must have
	Procurement autonomy (compliant with 30-B)	District Capacity	Differentiator
	Ability to opt out of, and not pay for, certain district services	District Capacity	Differentiator
	A school bank account	District Capacity	Differentiator
	Capacity to pay teachers starting Aug 1	District Capacity	Must have
	Entitlement grant pass through	District Capacity	Differentiator
	Timely disbursement of funds	District Capacity	Must have
Impact			
	Additional opportunities for local impact through growth	Structural	Differentiator
	Quality of high school options	Structural	Differentiator
	Neighborhood enrollment	Structural/Legal	Differentiator
Coordination			
	A weekly call with a high capacity point person who reports directly to the Superintendent	District Capacity	Must have
	Distance from existing UP offices	Structural	Differentiator
Political			
	Supportiveness of community	Structural	Differentiator
	Supportiveness of Mayor	Structural	Differentiator
	Supportiveness of Superintendent	District Capacity	Must have
	Supportiveness of State	Structural	Differentiator
	Supportiveness of local unions	Structural	Differentiator