Effective District Framework

EDF | **TEA**
EFFECTIVE DISTRICT FRAMEWORK | Texas Education Agency

Lever 1: Planning and Performance Management

Essential Action 1.1: Vision, Mission, Guiding Principles
Establish and refine a clear vision for student success and an aligned mission and guiding principles

- **KP 1.1.1: Vision and Mission**
- **KP 1.1.2: Guiding Principles**

Essential Action 1.2: Strategic Plan
Develop and refine a multi-year strategic plan with high-leverage strategies the district will implement to achieve its vision and goals

- **KP 1.2.1: Central Performance Management Function**
- **KP 1.2.2: Goals**
- **KP 1.2.3: Strategic Priorities**
- **KP 1.2.4: Central Management and Systems Roadmap**
- **KP 1.2.5: Plan**

Essential Action 1.3: Implementation Planning and Project Management
Plan for and project manage implementation

- **KP 1.3.1: Implementation Planning**
- **KP 1.3.2: Project Management**

Essential Action 1.4: Performance Management
Establish clear expectations for evaluating the effectiveness of district programs and initiatives to drive continuous improvement

- **KP 1.4.1: Initiative Goals and Measurement Plan**
- **KP 1.4.2: Data Setup**
- **KP 1.4.3: Data Collection**
- **KP 1.4.4: Performance Management Routines**

Essential Action 1.5: Organizational Foundations for Continuous Improvement
Establish and sustain an organization-wide commitment to continuous improvement in culture and key practices

- **KP 1.5.1: Roles**
- **KP 1.5.2: Capacity Building**
- **KP 1.5.3: Mindsets and Culture**
- **KP 1.5.4: Continuously Improving the Performance Management System**

Lever 2: Talent

Essential Action 2.1: Intentional Roles and Staffing
Align human capital systems to enable sustainable roles intentionally designed to deliver the envisioned student experience

- **KP 2.1.1: Role Definition**
- **KP 2.1.2: Organizational Structure and Staffing Patterns**
- **KP 2.1.3: Performance Expectation-Setting**
- **KP 2.1.4: Hiring and Evaluation Alignment**
- **KP 2.1.5: Staffing for Greatest Impact**

Essential Action 2.2: Recruitment and Selection
Intentionally recruit and select educators and school leaders well-prepared to provide high-quality instruction and services to each student

- **KP 2.2.1: Staffing Projections**
- **KP 2.2.2: Recruiting Systems**
- **KP 2.2.3: Internal Recruitment**
- **KP 2.2.4: Educator Pipelines and Partnerships**
- **KP 2.2.5: Selection and Screening**

Essential Action 2.3: Growth and Retention Strategies
Establish systems for educator professional growth and retention strategies informed by evaluation effectiveness outcomes

- **KP 2.3.1: Appraisal**
- **KP 2.3.2: Strategic Compensation**
- **KP 2.3.3: Educator Pathways**
- **KP 2.3.4: Advancement and Retention**

Lever 3: Integrated Student Support Systems

Essential Action 3.1: Framework for a Comprehensive Multi-tiered System of Supports
Establish and communicate an integrated multi-tiered system of supports (MTSS) framework aligned to evidence-based prevention and intervention practices to support the academic and non-academic needs of all students, providing guidance on routine progress monitoring and data-driven decision making (supportive of Essential Action 4.1)

- **KP 3.1.1: Student Support Teams**
- **KP 3.1.2: Professional Learning Supports**
- **KP 3.1.3: Universal Screening**
- **KP 3.1.4: Family Engagement**

Essential Action 3.2: School-wide Culture, Behavior, Safety
Establish strong school culture, behavior, and safety systems (aligned to 3.1)

- **KP 3.2.1: School-wide Culture**
- **KP 3.2.2: Routines for a Productive Learning Environment**
- **KP 3.2.3: Universal Behavior and Discipline Strategies**

Essential Action 3.3: Interventions and Supports
Establish systems, resources, and training to enable staff to identify and respond to needs and provide timely targeted responses to reduce barriers to learning and promote trust, belonging, safety, growth mindset, and self-regulation (aligned to 3.1.)

- **KP 3.3.1: Resource Mapping and Referral Pathways**
- **KP 3.3.2: Special Populations Support**
- **KP 3.3.3: Threat Assessment**
- **KP 3.3.4: Postvention Services**

Essential Action 3.4: Early Childhood
Establish systems, resources, and programming to engage and support the development of young children

- **KP 3.4.1: Early Childhood Programming**
- **KP 3.4.2: Family Support and Partnership**
- **KP 3.4.3: Early Identification**

Lever 4: Academic Experience

Essential Action 4.1: Framework for a Rigorous Multi-tiered Academic Experience
Establish and communicate research-based strategy and approach for strong multi-tiered Instruction and supports, inclusive of content and curriculum-aligned intervention, additional and personalized learning time, and special populations strategies (supportive of Essential Action 3.1)

- **KP 4.1.1: Coherent Multi-tiered Systems of Supports Design**
- **KP 4.1.2: Tier 1 Instructional Strategies and Supports for All Learners**
- **KP 4.1.3: Coherent Extended Time, Tutoring, Interventions Approach**
- **KP 4.1.4: Aligned Assessment System**
- **KP 4.1.5: [If relevant] Early Childhood Strategies**

Essential Action 4.2: Management of Curriculum and Instruction
Establish a materials adoption process, including clear expectations for implementation and aligning key enabling systems

- **KP 4.2.1: Systematic Process for Materials Review**
- **KP 4.2.2: Materials Use Expectation-Setting and Communication**
- **KP 4.2.3: Quality Tier 1 Material Access and Use**
- **KP 4.2.4: Quality, Aligned Supplemental Instructional Materials Access and Use**
- **KP 4.2.5: Implementation Monitoring for Alignment to District Curriculum and Instruction Approach**
- **KP 4.2.6: Parent Access to Instructional Material**

Essential Action 4.3: CCMP Course Offerings and Graduation Programs of Study
Provide equitable access to course offerings and graduation pathways that provide students with the knowledge and skills necessary for college, career, and military readiness

- **KP 4.3.1: CCMP Course Access**
- **KP 4.3.2: Academic Policy**
- **KP 4.3.3: Graduation Pathways**
- **KP 4.3.4: Career Readiness**
- **KP 4.3.5: Advising**

Lever 5: Instructional Leadership and Capacity Building

Essential Action 5.1: Instructional Leadership and Development of Enabling Conditions
Establish expectations and foundational systems for instructional leadership and development

- **KP 5.1.1: Expectations for Job-Embedded Coaching and Capacity Building**
- **KP 5.1.2: Distributed Leadership**
- **KP 5.1.3: Yearlong Development and Coaching Plan**

Essential Action 5.2: Instructional Planning and Delivery
Establish role-aligned job-embedded capacity building supports for instructional leaders and teachers to internalize, prepare for, and deliver instruction in a strong classroom environment

- **KP 5.2.1: Culture and Routine Systems Training**
- **KP 5.2.2: Curriculum-based Professional Learning**
- **KP 5.2.3: Instructional Delivery Training**
- **KP 5.2.4: Instructional Planning Supports**
- **KP 5.2.5: Observation and Feedback**

Essential Action 5.3: Data-Driven Instruction, Assessment Reflection, and Targeted Supports

Establish expectations and foundational systems that support utilizing data to support all learners

- **KP 5.3.1: Data-driven Instruction with Curriculum-embedded Assessments**
- **KP 5.3.2: Diagnostic and Interim Assessment Reflection and Use Protocols**
- **KP 5.3.3: Coherent Placement, Student Support, and Interventions Strategy**
- **KP 5.3.4: Collaboration across Staff to Effectively Support Students with Disabilities**
- **KP 5.3.5: Collaboration across Staff to Effectively Support Emergent Bilingual Students**

Lever 6: Finance and Operations

Essential Action 6.1: Teacher and Student Time

Ensure sufficient time in the calendar year and school day for impactful student experiences, as well as staff preparation and development

- **KP 6.1.1: School Year Calendar**
- **KP 6.1.2: School Day Master Schedule**

Essential Action 6.2: Budget and Finance

Strategically plans for and allocates resources in alignment with the envisioned student experience and compliance needs

- **KP 6.2.1: Accurate Revenue Projections**
- **KP 6.2.2: Strategic Budget Allocation**
- **KP 6.2.3: Compliant Budgeting, Accounting, and Financial Practices**
- **KP 6.2.4: Active Revenue and Cost Monitoring and Analysis**

Essential Action 6.3: Enrollment and Access

Empowers parents by helping them understand, enroll in, and attend their desired school, while also establishing enrollment policies and practices that provide student access to all the district's school options

- **KP 6.3.1: Student-focused Enrollment Systems**
- **KP 6.3.2: Student Recruitment and Marketing**

Essential Action 6.4: Technology and Data Systems

Strategically plans for and allocates resources that are compatible and support both academic and non-academic structures as well as meet all data security and protection requirements

- **KP 6.4.1: Infrastructure and Networks**
- **KP 6.4.2: Data Systems**
- **KP 6.4.3: Hardware**
- **KP 6.4.4: Non-curricular Software Systems (i.e., LMS, SIS, HR mgmt., etc.)**

Essential Action 6.5: Site Operations

Strategically plans for and allocates resources in alignment with the envisioned student experience and compliance needs

- **KP 6.5.1: Adequate Campus Facilities and Maintenance**
- **KP 6.5.2: Secure Facilities**
- **KP 6.5.3: Transportation**
- **KP 6.5.4: Food Services**