

## Examples of the flexibility of PROSE

### PROSE governance structures

Schools link teams, committees and leadership. Teachers experience increased responsibility, engagement and decision-making ability.

### Expanded learning time

One approach divides the time of all or some teachers over four days instead of five; others integrate the activities and services of community-based organizations into the school day.

### Programming innovations to allow for flexible student grouping throughout the week

Teachers work together to decide how to group students for lectures and seminars, cross-discipline projects, or opportunities for enrichment and focused remediation.

### Option PROSE evaluation

Schools can choose to put Option PROSE on their ballot, which provides teachers with an additional observation choice that can impact teachers' evaluation scores.

### Supporting increased diversity in student enrollment

Schools support the needs of all students and foster diversity through recruitment and DOE enrollment flexibility.

“New York City schools are at their strongest when our educators, principals and staff have a seat at the table to develop solutions that better serve our young people. PROSE provides opportunities for school communities to collaborate, conceptualize, and develop solutions that can be scaled across the city and help our students soar.”

*~ New York City Schools Chancellor  
David C. Banks*

“Educators know what their students need. PROSE provides the time, support and structure for educators to turn those ideas into reality. When we empower school communities, our students flourish.”

*~ UFT President Michael Mulgrew*



United Federation of Teachers  
*A Union of Professionals*



# PROSE

## Progressive Redesign Opportunity Schools for Excellence



**PROSE**

52 Broadway, NY, NY 10004 phone: 212-701-9462

fax: 212-514-8447 email: PROSE@uft.org

## PROSE

The Progressive Redesign Opportunity Schools for Excellence (PROSE) program was established as part of the 2014 contract between the United Federation of Teachers, Council of School Supervisors & Administrators and the Department of Education. The PROSE program enables schools that have committed to growing effective school leadership, collaboration and trust to implement innovative practices outside of existing rules.

The PROSE initiative is not right for all schools — many of our traditional schools are thriving just as they are. But for school communities where teachers want to take on the work of transforming their schools, PROSE offers the ability to alter some of the basic parameters by which our schools function. These can include the way teachers are hired, evaluated and supported; the way students and teachers are programmed; and certain city and state regulations.

Administrators and teachers in PROSE schools collaboratively engage in school improvement efforts guided by the DOE's Framework for Great Schools and leverage their flexibility from UFT and CSA contracts, as well as from Chancellor's and state regulations, in order to increase student achievement.

## School attributes

The PROSE school community has grown to 196 schools. The PROSE panel has developed rigorous criteria to determine which schools will ultimately be accepted into the program. These criteria include:

**Collaboration:** Administration and staff members must have a solid record of previous collaboration and UFT-represented employees should be integrally involved in decision-making around PROSE planning and implementation.

**Family and community engagement:** The school is a community where many voices are heard (not limited to teachers, but including other staff, parents, students and community members).

**Innovation:** Innovations are creative, well-suited for the school community and clearly aligned with the school's objectives.

**Capacity for implementation:** The proposal is sustainable and builds capacity in the school community.

**Current/future success and focus on continual improvement:** The school has a strong record of previous success, strives for continual improvement and plans for future development.

## How to become a part of PROSE

The key to a successful application to become a PROSE school is to propose initiatives that are driven by educators and leaders working in a collaborative community and focused on excellence for students. Schools must develop an initial PROSE plan with their school community and school leadership team. The school then submits the plan to a PROSE panel with an equal number of representatives from the UFT and the DOE. Both the UFT and the DOE thoroughly vet the proposals and only accept plans from schools with a proven commitment to collaboration that has the potential to have a real impact on students' experiences. Accepted plans must win the approval of at least 65% of UFT members at the school who vote on the proposal.

Our goal is to improve teacher practice and student learning outcomes across the PROSE community and the public school system by supporting schools that value collaborative engagement and practices that support instructional improvements. We look for schools that can identify and implement innovative change; develop a culture of reflection and continual improvement at all levels of the system; and create structures that allow for the sharing of lessons learned and promising practices across the system.