

T4TLA Boldness Benchmarks Rubric



LOW	MEDIUM	HIGH	UNKNOWN
AMBITION			
Are the state's goals high enough so that meeting them would close most of the talent gap in turnaround schools?			
Allows status quo to persist.	Aims to make progress but still leave large talent gaps in turnaround schools.	Aims for the ideal, filling high-need schools with great teachers and leaders.	N/A
LARGE-SCALE IMPACT			
What percentage of people in your target population would be reached by a strategy?			
Limited Scale. Fewer than half of teachers and students in high-need schools benefit from the strategy.	Midrange Scale. 50%–75% of teachers and students in high-need schools benefit from the strategy.	Large Scale. More than 75% of teachers and students in high-need schools benefit from the strategy.	Unclear how many teachers or students are reached.
CHANGE THE FUNDAMENTALS			
Does the strategy truly alter the talent picture for high-need schools by changing the fundamentals: the way schools are organized, the roles people play, the ways time is used, and the ways dollars are spent?			
Does not address fundamentals.	Attempts to address fundamentals by adding on, not by changing.	Changes fundamentals to address root causes and improve outcomes.	N/A
FINANCIALLY FOCUSED			
Does the state direct sufficient dollars to strategies that contribute to ambitious, large-scale, and fundamental change?			
Few dollars flow to ambitious, large-scale, fundamentals-changing strategies.	Some funds go toward bold strategies, but they are limited because the state continues to invest in less impactful approaches.	The state redirects most of funding into bold strategies.	N/A
SUSTAINABLE			
Are strategies reliant on temporary funds, or are they funded from recurring budgets?			
Strategies rely on and could not be sustained without temporary funds.	Strategies could be sustained within regular budgets, but only if districts make a future decision to reallocate funds.	Strategies are designed from the start to be sustained within regular budgets.	N/A
SYSTEMIC			
Do strategies require work across teams and departments to make your efforts larger scale, more financially focused, and sustainable?			
Strategies occur within unique teams or departments of the organization.	Strategies are engaging more than one team or department of the organization, but additional effort is needed to make them larger scale, financially focused, and sustainable.	Strategies are engaging all relevant teams and departments to achieve a large scale, financial focus, and sustainability.	N/A

