## **Self-Assessment on Readiness to Implement Site-Based Management Shifts**

*A copy of the full Education Accountability Act and information outlining the shifts can be found* [*HERE*](https://www.ride.ri.gov/TeachersAdministrators/Leadership.aspx)*.*

**LEA Level Shifts and Considerations:**

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| **For each of the areas outlined below, it may be helpful to begin by answering, “Is this current practice for our LEA?” (in full, partially, or not at all)** | **Where do we see strengths or alignment to current practices?** | **Where do we see challenges or opportunities for change?** (ex. Conflicts with current practice; missing all or pieces to implement successfully) |
| **School Committee/School Board** |  |  |
| Ensure that a School Improvement Team is established and that there are procedures for the election and appointment of members |  |  |
| No longer required to “give advice and consent” on the appointment of school personnel |  |  |
| **Superintendent** |  |  |
| Alignment of current collective bargaining agreement with the shifts in roles and responsibilities outlined in the site-based management legislation |  |  |
| Alignment of current district policies with the shifts in roles and responsibilities outlined in the site-based management legislation |  |  |
| Appoint principals, administrators, & other personnel not assigned to individual schools (i.e. district-wide and central office staff) |  |  |
| Oversee personnel function of the district/LEA |  |  |
| Oversee school discipline |  |  |
| Approve School Improvement Plan(s) |  |  |
| Work collaboratively to create/revise District Improvement Plan to include:   * Plan for closing achievement gaps * Induction and mentoring activities to support the improvement plan * Professional Learning Plan (could be separate or part of this plan) * RICAS Success Plan: strategies for helping each student master skills, competencies, and knowledge needed to meet proficiency (could be separate or part of this plan) |  |  |

**School Level Shifts:**

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| **For each of the areas outlined below, it may be helpful to begin by answering, “Is this current practice for our school?” (in full, partially, or not at all)** | **Where do we see strengths or alignment to current practices?** | **Where do we see challenges or opportunities for change?** (ex. Conflicts with current practice; missing all or pieces to implement successfully) |
| **Principal** |  |  |
| Oversee the care, control, and management of school facilities and equipment |  |  |
| Initiate the performance review plan for the school and individual teachers |  |  |
| Recommend the termination of staff at school |  |  |
| Promote participatory decision making among all staff to develop educational policy |  |  |
| **Principal in Consultation with School Improvement Teams** |  |  |
| Establish the School Improvement Team in a fair and equitable manner, consistent with guidelines of the legislation and School Committee/School Board procedures |  |  |
| Hire all school level staff |  |  |
| Prepare the school budget for superintendent consideration |  |  |
| **School Improvement Teams** |  |  |
| Assist in identifying the needs of the students at the school |  |  |
| Make recommendations to the principal regarding curriculum |  |  |
| Assist in budget review |  |  |
| Assist in the formation of the School Improvement Plan |  |  |