

The Education Accountability Act: Site-Based Management

This document provides an overview of the site-based management section of the Education Accountability Act. It is meant to assist LEAs and schools with communication around this model and with planning the resources, supports, and action steps necessary for site-based management. RIDE will continue to release information, guidance, and supports as they become available. The complete act can be accessed [HERE](#).

Purpose: To provide an increase in site-based management at the school level by broadening the responsibilities of the principal and school improvement teams (SIT). Additionally, the act establishes new levels of accountability for LEAs and schools. There will be a transition period as LEAs and schools move to fulfill the requirements in this act. To reflect this period, the intention of the act was that schools and LEAs are ready to fully implement site-based management *by the start of the 2021 school year*. LEAs that are able to do so sooner are encouraged to move forward prior to this start date.

Shifts in Roles and Responsibilities: All of the actions stated below must be in accordance with district policies, collective bargaining agreements, and budgets. All school level decisions are subject to supervision and direction from the superintendent. There are additional LEA and school level responsibilities outlined in the act that are not included below as this section only highlights shifts and changes. We recognize that the degree in which the roles and responsibilities are shifting will vary amongst LEAs and schools.

LEA Level

- **School Committee:** No longer required to "give advice & consent" on the appointment of school personnel.
- **Superintendent:** Appoints administrators & others not assigned to an individual school; oversees the personnel function of the LEA; no longer oversees care, control & management of facilities & equipment; oversees school discipline; approves School Improvement Plan.

School Level

- **Principal:** Oversees care, control, & management of school facilities & equipment; initiates performance review plan for school & teachers; recommends terminations of school staff; promotes participatory decision making among all staff to develop educational policy.
- **Principal in consultation with SIT:** Creates SIT; hires all school staff; prepares school budget for superintendent consideration.
- **School Improvement Team:** Assists in identifying needs of students; makes recommendation to principal regarding curriculum accommodation plan; assists in budget review; assists in formation of School Improvement Plan.



Accountability: The act names specific LEA and school accountability plans that may be used for evaluating the performance of LEAs and schools. RIDE will be working to review and streamline the information required and collected for this purpose.

LEA Level Accountability Plans

Plan Type	Details
District Strategic Plan	<ul style="list-style-type: none"> • Includes: Plan for closing gaps, PD activities, & induction/mentoring activities to support plan. • Filed with RIDE every three years. An Annual Action Plan is also due by September 1 for state review/approval that includes: activities, persons responsible, timelines, & resources for the triannual District Strategic Plan.
RICAS Success Plan	<ul style="list-style-type: none"> • Includes: Strategies for helping each student master the skills, competencies, and knowledge needed to meet proficiency (e.g. assessment plan, additional services/programs, parent involvement). <i>May be included in the District Strategic Plan.</i>
Professional Learning Plan	<ul style="list-style-type: none"> • Includes: Identification of needs/interests based upon data, alignment to other district plans, examples of allowed activities, mechanism for PLU approval, ongoing PD provided within the school context, & alignment & differentiation to meet staff needs/interests. <i>May be included in the District Strategic Plan.</i>

School Accountability Plan

Plan Type	Details
School Improvement Plan	<ul style="list-style-type: none"> • Includes: Components required in the district plan & student performance goals. • Submitted yearly to superintendent by July 1.

LEAs and Schools Should Begin to Consider:

- Do these shifts in roles and responsibilities align with the language of our collective bargaining agreement and current practices and policies?
- How much of a “shift” will this be for our LEA? For our principals?
- What supports and resources will schools and principals need to meet these new roles and responsibilities?
- Are there any budgetary actions that need to be taken to best support site-based management?
- What revisions need to be made to our District Strategic Plan and School Improvement Plan(s) to include the components outlined in the act? How do we begin this revision process?
- Do our schools have School Improvement Teams? If so, are there School Improvement Team reconfigurations that are needed to meet the requirements stated in the act?