SEA CAPACITY FOR IMPROVING DISTRICT AND SCHOOL PERFORMANCE

SOURCES

Political Capacity

 Legislative, Gubernatorial, and Union Support

Leadership capacity

- Intellectual proficiency (knowledge, expertise and understanding)
- Psychological proficiency (will, mental models, persistence, efficacy)

Organizational Capacity

- Interaction, communication, and collaboration within the organization.
- Interaction, communication, and collaboration with external organizations

Structural Capacity

- Policies
- Procedures
- Practices
- Processes

Material Capacity

- Fiscal
- Technology
- Other material supports

FUNCTIONS

Policy

- Provides incentives for improvement (positive and negative)
- Aligns policies and procedures with state and federal requirements
- Removes obstacles for school districts and creates opportunities for new schools
- Enhances the supply of highly effective teachers and administrators
- Provides opportunities for innovation
- Invests in research and development

Accountability

- Sets standards for student learning and performance
- Administers state assessments aligned to student learning standards
- Supports robust data systems that support analysis of state, district, school, teacher, student performance
- Monitors for compliance to federal and state requirements and strategic improvement planning
- Uses evaluation and other feedback mechanisms

Statewide Systems of Support and Solutions

- Provides differentiated support to districts and schools through a system that includes support from the SEA, intermediary providers, and external partners
- Supports professional development to improve teaching and learning, including:
 - standards driven practices and curriculum alignment
 - formative assessment
 - teaching in the content areas
 - effective practices for English language learners and students w/special needs
 - using data for instructional decision making
- Supports professional development to improve district and school organizational practices, including:
 - leading change
 - improvement planning and implementation
 - governance and management
 - data systems and use
 - use of technology

Communication and Collaboration

- Uses clear and effective systems for communicating with stakeholders
- Creates and communicates standards for student, teacher, school, and district leader performance and curriculum decision-making
- Encourages collaboration and shared leadership at all levels of the system