

Atlanta Public Schools

School Level Governance Decision-Making Matrix

System Name:	Minimum LSGT Authority	<i>How and When</i> Minimum Authority will be Implemented	Additional LSGT Authority*	<i>How and When</i> Additional Authority will be Implemented
Personnel Decisions	LSGTs shall have input into the recommendation of the principal or school leader for selection by the Superintendent/BOE	<p>How: When a vacancy exists for principal, the Associate Superintendent, school GO Team Chairperson and a representative from the Office of Human Resources will identify six (6) individuals from the applicant pool to participate in the Tier 3 interview process. The six candidates will be invited to Tier 3 interviews. One or more cluster team principals, district personnel, and/or external partners may also assist with the selection. The appropriate Associate Superintendent, HR Staffing Director, and Local School Governance Team (LSGT/"GO Team") ** members will meet to develop interview questions. This panel will interview Tier 3 candidates (5-6 from Tier 2) and provide input on each candidate's strengths and areas to probe. In addition, the panel will also select 3 candidates who will be invited to a Tier 4 interview with the Superintendent and designees. When: Beginning of Charter Renewal Term Year 1 for all elected and trained LSGTs.</p>	<p>1) Provide annual feedback on principal's performance for incorporation into the evaluation of the principal; 2) Receive reporting on staffing patterns, vacancies, and teacher retention to inform school strategic plan as it relates to hiring. 3) Input into preferred qualifications for principal and for staff positions created through the school-based solutions process.</p>	<p>1) How: LSGTs will annually assess the principal on the principal's performance in relation to LKES Standards 2 and 8 for incorporation into the LKES evaluation by the associate superintendent. When: Charter Term Year 1. 2) How: LSGTs will receive information on staffing patterns to inform the school strategic improvement planning process as well as the school-based solutions process in order to craft school-based solutions customized for their school's personnel needs. When: Charter Term Year 1. 3) How: LSGTs will create a list of preferred qualifications for newly created staff positions aligned with the school improvement plan/strategic plan created through the schoolbased solutions process. When: Charter Term Year 1. 4) How: LSGTs will have input into the selection of professional development opportunitiesfor staff aligned to school improvement plan/strategic plan and secured through the school-based solutions process. When: Charter Renewal Term Year 1.</p>

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Financial Decisions and Resource Allocation	LSGTs shall have input into the final recommendations for the school budget, including number and type of personnel, curriculum costs, supply costs, equipment costs and maintenance and operations costs	How: LSGTs shall receive budget and finance training. LSGTs will then participate in the budget and resource allocation process by making recommendations for use of discretionary school funds aligned to the school improvement plan/strategic plan and to support approved LSGT school-based solutions for implementation. When: Charter Renewal Term Year 1.	1) Provide input on development of requests for funding to support approved LSGT school-based solutions; 2) Monitor use of funds received to support approved LSGT school-based solutions; 3) Monitor school budget; 4) Form standing Budget and Resource Allocation Committee for LSGT	1)-2) How: After the LSGT develops and receives approval for school-based solutions aligned to their school strategic improvement plan, the school leader or district personnel will work with LSGT on developing requests for funding and implementation support. After receipt of funds to support approved school-based solutions, the LSGT will monitor usage of those funds. When: Charter Renewal Term Year 1. 3)-4) How: The LSGT will monitor the school's annual budget through use of a standing Budget and Resource Allocation Committee and periodic reporting by the Principal. When: Charter Renewal Term Year 1.
Curriculum and Instruction	LSGTs shall have input into the selection of the curriculum and accompanying materials consistent with the district's Essential and Innovative Features as included in the charter contract.	How: LSGTs will complete a school strategic improvement plan that aligns with their cluster plan. After completion of the school strategic improvement plan, LSGTs will make recommendations through the school-based solutions process to customize curriculum and accompanying materials to meet strategic goals. When: Charter Renewal Term Year 1	1) Approval of instructional delivery innovations that require a waiver; 2) Approval of instructional programs and materials consistent with innovations; 3) Approval of new courses and subjects; 4) LSGTs will have additional authority through the school-based solutions process over: graduation requirements, opportunities for student acceleration/remediation, and other Curriculum and Instruction related solutions; 5) Receive information on student achievement results and the implementation of innovations; 6) Align school's curriculum offerings and modes of delivery to cluster theme.	1)-4) How: After the LSGT develops its school strategic improvement plan, it will develop and vote on recommendations to implement curriculum and instruction based innovations through the school-based solutions process. When: Charter Term Year 1. 5) How: The LSGT will receive periodic reporting on student academic performance and the implementation of LSGT-approved innovations and school-based solutions. When: Charter Term Year 1. 6) How: During the LSGT's strategic planning process, the LSGT will create a school improvement plan/strategic plan that aligns the school's curriculum and instruction to the cluster strategic plan. When: Charter Renewal Term Year 1.

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Establishing and monitoring the achievement of school improvement goals	LSGTs shall approve the school improvement plan and provide oversight of its implementation	How: The LSGTs will be elected and trained before entering a school strategic improvement planning process (incorporating aspects of both the school improvement planning process along with a proactive, forward-centered strategic planning process). The LSGT will then approve the plan, which will last for three years, and monitor its implementation on a regular basis. The plan will be updated annually every summer. When: Charter Renewal Term Year 1.	1) LSGT development and approval of innovations aligned with the school strategic improvement plan that would traditionally require a waiver of state law; 2) Receive reports from the principal on implementation of school improvement initiatives and progress towards school improvement goals.	1) How: After completion and approval of the school strategic improvement plan, the LSGT will develop and vote on school-based solutions aligned with their strategic improvement plan. When: Charter Term Year 1. 2) How: The LSGT will receive periodic reporting from the Principal. When: Charter Term Renewal Term Year 1.
School Operations	LSGTs shall have input into school operations that are consistent with school improvement and charter goals	How: After the LSGT concludes its strategic school improvement planning process, it will develop and approve school-based solutions that implicate school operations consistent with the school strategic plan. When: Charter Renewal Term Year 1.	1) Develop school-community communication strategies and create Parent & Community engagement plan; 2) Provide input on School Board policies and district-wide initiatives under public review to share at Cluster Advisory Team meetings; 3) Provide input and recommendations on school system calendar to share at Cluster Advisory Team meetings. 4) Provide input into dress codes.	1) How: The LSGT will work on an engagement plan alongside their strategic planning efforts and throughout the school year to increase LSGT interaction with its stakeholders. When: Planning and Charter Term Year 1; 2)-3) How: LSGTs will weigh in on district-wide initiatives and communicate their suggestions through the LSGT representative on the Cluster Advisory Team. When: Planning Year and Charter Term Year 1; 4) How: After conclusion of the strategic planning process, the LSGT will propose operational innovations through the school-based solutions process. When: Charter Term Year 1; 5) How: During the strategic planning process, LSGTs can adopt student dress codes and student handbooks. When: Charter Renewal Term Year 1.

*The LBOE retains its constitutional authority