



Shared Accountability **EXPECTATIONS**

Saint Paul Public Schools

*“Accountability applies to all stakeholders:
students, board members, parents, policy makers, teachers, administrators.”*
- Douglas Reeves, Accountability in Action (2005)

During 2007, a Shared Accountability Advisory Team (SAAT) was formed to represent parents, community members and district staff. The expectations listed below reflect the work of the SAAT as guided by input from the *Strategic Plan* vetting process and district administration. Stakeholder groups will continue to have opportunities to provide feedback on these expectations and other areas of accountability that they consider to be important. In addition, the district will use surveys to track and revise the shared accountability expectations as appropriate over time.

Students

- Believe that you have unlimited possibilities for greatness
- Go to school every day on time, ready to learn and give your best effort
- Take responsibility for completing good work
- Be an independent learner
- Read every day aloud and to yourself
- Treat other students and staff with respect
- Get a good night’s sleep
- Let an adult know when you don’t understand something
- Identify a subject at school that you are excited about, and find ways to connect this excitement with your work every day
- Do your homework before you watch TV, play games, hang around or chat with friends
- Turn in your homework and other assignments on time
- Plan and organize your routines
- Take every test seriously
- Prepare for life after high school

Teachers

- Believe that all students have unlimited possibilities for greatness and help them achieve it
- Have high academic and behavioral expectations for all students
- Provide rigorous instruction with adequate learning supports
- Treat all students fairly and consistently when enforcing rules
- Show respect for each student and his/her family
- Be prepared to do your best work every day
- Connect struggling students to learning supports (mentoring, tutoring, enrichment activities, extended day, conferences, summer school etc.)
- Identify a key part of your work that you are excited about, and find ways to share that excitement with your students
- Strive to maintain a positive attitude and a professional learning environment
- Clearly and explicitly communicate expectations for students that embrace the Principles of Learning and Disciplinary Literacy
- Recognize and celebrate the accomplishments of your students

Non-Teaching Staff

- Believe that all students have unlimited possibilities for greatness and help them achieve it
- Show respect for each student and his/her family
- Treat all students fairly and consistently when enforcing rules
- Strive to maintain a positive attitude and a professional learning environment

School Administration

- Believe that all students have unlimited possibilities for greatness and help them achieve it
- Create a warm, welcoming, safe and secure environment
- Have high expectations of staff, students and school
- Lead building professional development that improves student learning and closes achievement gaps
- Monitor and evaluate quality of staff and staff performance
- Be accessible and visible in the schools and classrooms

Central Administration

- Believe that all students have unlimited possibilities for greatness and help them achieve it
- Provide support to administrators and teachers on morale, personnel issues, school needs, district initiatives, professional development, AYP, student achievement, and structure
- Provide consistent, timely and two-way communication on expectations, vision, mission, and curriculum
- Align resources to support key initiatives, district goals, and schools
- Tie evaluation systems to strategic plan
- Be available to listen to staff and community
- Be visible in school buildings and meetings

School Board

- Believe that all students have unlimited possibilities for greatness and help them achieve it
- Maintain a respectful, safe and supportive learning and working environment for all
- Build cohesive leadership practices among board members, superintendent, staff, parents and stakeholders
- Monitor superintendent performance to ensure there is alignment with district's strategic plan, board objectives and policies, and responsiveness to the community
- Support processes that encourage the superintendent and staff so that they may perform their assigned responsibilities in the most effective manner
- Measure board's performance through retreats and board development to ensure it is carrying out the strategic plan/goals for the school district
- Respond to community concerns effectively, promptly and accurately and delegate where appropriate to superintendent and administrative staff
- Participate in community engagement in appropriate venues to remain connected to the needs and concerns of the community, and guide in shaping and evaluating strategic goals
- Remove barriers that block productivity and engagement

Parents and Guardians

- Believe that all students have unlimited possibilities for greatness and help them achieve it
- Make sure your child attends school every day, on time and ready to learn
- Pay attention to your child's progress in school
- Establish a positive relationship with someone at the school - this may be the teacher, the social worker, counselor or advisor
- Ensure that your child gets 8-10 hours of sleep and other basic needs
- Ensure that your child has a designated place to study
- Make sure your child does his/her homework
- Ask your child what subjects he/she likes and why
- Make sure that your child attends after school and/or summer school classes when assigned by the school
- Take advantage of extended learning opportunities offered by your child's school (i.e. tutoring, mentoring)
- Read the information your school sends home to learn about what the school offers
- Attend parent-teacher conferences or ask a family member or close friend to attend in your place

Community

- Believe that all students have unlimited possibilities for greatness and help them achieve it
- If you are an employer, ensure that your employees who have children attending SPPS schools have opportunities to attend school meetings and activities
- Support students as a mentor, tutor, or other volunteer
- Partner with SPPS in support of student achievement
- Attend SPPS activities and events
- If you have employees that are students, talk to them about their school and educational career goals
- Recruit others to support students, families and schools

To provide feedback on these expectations or for more information about the complete Shared Accountability Framework, contact the Office of Accountability at accountability@spps.org or 651-767-8141, or visit <http://accountability.spps.org>.



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