

Southern Regional Education Board – High Schools That Work:

Governance

The HSTW design is based upon a distributed leadership model that engages teachers and leaders in taking ownership of both the problems and solutions at the school. Through a set of school improvement focus teams, all faculty members become a part of a team who, with support from school leadership and SREB, develops a plan for improvement in specific focus areas. This structure allows teachers to move from being victims of change to architects of change. Focus teams are formed based upon school priorities for improvement and have expectations to present their plans to other faculty members and a school leadership team. This distributed leadership model aligns with school-based governance models in place in the state.

For large high schools, HSTW assists the school to redesign into career academies. Each academy is led by a “leadership triad” that includes an Assistant Principal, Lead Teacher and Guidance Counselor. This triad works to create a semi-autonomous academy that falls within the larger school framework. SREB provides ongoing support to develop skills for each role in the triad.

Schools are assigned a leadership coach based on its unique characteristics, principal and leadership team. The leadership coach assists school leaders in developing the distributed leadership structure and works with leaders to develop their skills with this model.

District support is essential for the success and sustainability of whole school improvement efforts. Thus, SREB expects a high level of collaboration with the Local Education Agency and can provide leadership professional development around district best practices for supporting schools. . Each LEA is expected to identify a liaison for SREB to work closely with throughout the SIG timeline. The SREB Leadership Coach works closely with the district’s key point of contact for the school to ensure collaboration of efforts.