STRATEGIC SCHOOL DESIGN PRINCIPLES

Prioritize Teaching Effectiveness
Organize and grow teaching talent to maximize student learning and teacher continuous improvement:

1. HIRING AND STRATEGIC RETENTION: Ensure teacher workforce fits the vision and needs of the school through deliberate hiring and retention efforts that keep top talent and actively exit consistent under-performers who do not improve

2. ROLES AND ASSIGNMENTS: Organize roles and assignments to maximize collective expertise for student and teacher learning

3. TEACHING TEAMS: Create and support highly effective teaching teams

4. INDIVIDUAL PROFESSIONAL GROWTH: Grow individual teachers through supports, interventions and tools

Target Individual Attention
Create targeted individual attention and personal learning environments:

1. TARGETED AND FLEXIBLE STUDENT AND TEACHER GROUPINGS: Prioritize class sizes and teacher loads and implement systems for ongoing adjustment of talent and technology

2. PERSONAL RELATIONSHIPS: Organize structures to ensure that students are known by their teachers and within the broader school community

3. TARGETED SOCIAL EMOTIONAL SUPPORT: Provide targeted social and emotional services where necessary

Maximize Time
Organize time strategically and vary based on student needs:

1. NEED-BASED SCHEDULING: Match schedule to instructional and student needs

2. VARYING TIME ONGOING: Implement systems for ongoing adjustment of time and instructional programs

3. SUFFICIENT TIME: Ensure sufficient total time for students to meet rigorous learning standards while also engaging in enrichment opportunities beyond core

Leverage Non-Instructional Spending
Invest efficiently in non-instructional supports:

1. EFFICIENT NON-INSTRUCTIONAL ROLES: Organize a combined set of jobs and partnerships to maximize resources that support teaching and learning

2. PAYING THE MARKET RATE: Match compensation levels to job responsibilities