ACCOUNTABILITY REFORMS-

| | EXECUTIVE | CFE |
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| I. Accountability Reforms to Ensure Resource Allocations to Poorly Performing Schools are Consistent with SBE Requirements: | SBE Allocation Plan: Allocation plan developed by NYC and school districts that have poorly performing schools; such plan must demonstrate each school has the educational resources (including qualified teachers) to meet SBE requirements. SBE Resource Requirement: School districts with poorly performing schools must provide resources from State, Federal and local sources commensurate with SBE. | Costing Out: Periodic costing out studies to update the cost of SBE. Comprehensive Plan: Comprehensive four-year SBE plans to be reviewed by SED for all school districts including those with good performance. Resource Allocation: For NYC and school districts with poorly performing schools; such plan must describe how funds will be allocated to schools to meet student needs. State Assistance: Low-performing schools would have an SED review and a distinguished educator to provide technical assistance and to ensure effective turn around. |
| II. Accountability Measures to Ensure Reforms Achieve Intended SBE- Related Objectives: | Creation of a new independent Office of Educational Accountability to oversee the accountability process and monitor the improvement of poorly performing schools (Director appointed for a 6 year term by Regents with Governor's approval); 3 year comprehensive SBE plans. Including: Alternative Placement Plan for disruptive students in poorly performing schools; Parental Accountability/ Involvement Plans in school districts with poorly performing schools; Student Accountability/ Involvement Plans including counseling to avert dropouts; and Longer School Day/School Year at Local Option. 3 Year School Improvement Plans required for school districts with poorly performing schools; Closure of Poorly Performing Schools required for poorly performing schools failing to improve after 3 years; | Creation of an Independent Oversight Panel with 3 members appointed by Governor, 2 by CFE and 2 by the Education Commissioner. 4 Year School Plans required for all school districts. Accurate measurement of outcomes through an additional \$30 to \$60 M investment for updating SED's existing information systems. |

- Creation of Value Added Accountability system to provide detailed yearly progress reports for each child and track how effectively schools are using resources;
- Annual Regents' Report on student performance and impact of current/new policies on school district finances:
- Enhanced Mayoral Accountability for education in Big 4 Cities and Albany;
- MOE Requirement for Big 4 Cities;
- Required School Board Member Training;

School Leadership Accountability:

- Replace Tenure for Principals/ Administrators with Renewable 3 Year Contracts and an expedited disciplinary process;
- Professional Development for School Administrators to require 175 hours of professional development every 5 years to maintain certification; and
- Pay-for-Performance Plans for School Administrators to be encouraged as part of negotiations.

Teacher Accountability:

- Continued Support for Teacher Recruitment Programs;
- Alternative Teacher Certification to expand the pool of qualified teachers;
- Pay-for-Performance Plans for Teachers to be encouraged as part of negotiations, including incentives for teachers in hard-to-staff schools or subjects.
- Address Teacher Incompetence by helping under-performing teachers and accelerating the teacher discipline and removal process; and
- **Expedite Teacher Tenure Hearings** when the charges include the loss of State certification.

• **Public Engagement** for broad public input through comprehensive SBE plan process.

• Identification of all Statutory, Regulatory and contractual impediments to student success as part of the comprehensive plan.

• **Decisive sanctions** for teachers and administrators guilty of mismanaging and professional incompetence.

| Educational Standards: | |
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| Creation of an Independent Panel (appointed by Regents) to Review the Regents' Testing Requirements; Monitor Career and Technical Programs; and Create an Annual Award for School Improvement. | |