



Leadership System - *Allocate Resources to Support the District Mission*

District and building leaders develop and implement financial and other resource allocation decisions to support the mission and welfare of the district as an organization.

PRACTICE 13

PREPARATION

GETTING AWARE

District leaders review and reflect on past practices for developing annual budgets and determining allocations for staff, programming, and policy implementation. District leaders explore examples of how needs-assessment based allocation processes can be used to develop an annual budget for instruction, programming, and support.

GETTING READY

District leaders analyze their existing budget allocations to determine flexibility in general and special purpose funds (i.e. federal and state grant funds). District leaders track program specific funding for future analysis and identify program success metrics to determine the impact of programming on student or staff outcomes. District leaders explore cost-benefit analysis tools for use in decision-making.

PROGRESS INDICATORS

GETTING STARTED

District leaders establish a budgeting process that starts with an assessment of needs relative to the district mission and vision. District leaders allocate special purpose funds (i.e. federal and state grant funds) to programming needs before making decisions regarding general use funds.

GETTING BETTER

District leaders annually review the budget process and allocations relative to outcomes to ensure that programs are having the desired improvements in student and staff outcomes over time. Budgets incorporate some building- and program-level autonomy and support equitable opportunities for all students by prioritizing areas of greatest need.

KEEP IMPROVING

District and building leaders use a needs assessment and cost-balance ratio indicators to determine resource allocation specific to need. Leaders engage in multiple reviews during the school year to determine if any allocations (funding, personnel, or schedule) need adjustment in order to address identified needs. District leaders use strategic planning to ensure long-term goals and sustainability are addressed in annual resource use.

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