

## School Readiness Assessment (SRA) Overview

### Mass Insight Education's Approach

[Mass Insight Education](#) (MIE) aims to improve, at scale, student achievement in our country's lowest-performing schools by fundamentally transforming the state and local education systems and policies that manage and serve these schools. MIE partners with states and districts to implement strategies designed to advance student achievement, transform public schools into high performance organizations, and close the achievement gaps.

### About the School Readiness Assessment

The School Readiness Assessment (SRA) is designed to assess a school's readiness to ensure the success of all of its students. The SRA process examines a school according to research-based criteria outlined in MIE's High-Poverty, High Performing (HPHP) school readiness framework<sup>1</sup>. The purpose of the SRA is to:

- Identify school strengths, opportunities, and areas for growth using MIE's readiness framework;
- Gather information about the specific needs of the school;
- Assist the school team in the prioritization of specific growth areas;
- Inform and align district central office supports; and
- Provide recommendations to promote organizational excellence and high levels of student achievement.

The SRA process supports and accelerates school improvement by serving as a needs assessment process, informing the development of strong improvement plans that address the school's highest needs. The SRA will pinpoint school strengths and growth areas, thus providing a solid inventory of school, student, and adult development areas.

### Process Overview

The SRA process follows three phases including a comprehensive data/document review conducted prior to a school visit; the on-site school visit; and finally, analysis and report out of findings.

- 1. Pre-Site Visit:** Prior to the site visit, the MIE team reviews existing data and school audits and works with school leadership to collect any other relevant data and documents that may be helpful to understand school performance. The team reviews these materials prior to the site visit, allowing them to have a fuller understanding of the school and ask more targeted questions during the site visit. The team also coordinates all logistics for the site visit.
- 2. Site Visit:** During the two-day school visit, the MIE team conducts multiple focus groups comprised of school administrators, teachers, staff, students, parents, and community members to ask targeted questions about school performance. The MIE team may also spend time in classrooms, hallways, and common spaces.
- 3. Post-Site Visit:** Following the school visit, the MIE team analyzes findings and prepares a written report summarizing key strengths and growth areas aligned with the three readiness areas.

<sup>1</sup> See Caulkins, Guenther, Belfiore, Lash, *The Turnaround Challenge*, Mass Insight Education 2007

SRA Activities and Sequence of Events	
Phase	Activity
Pre-Site Visit	<b>Develop the school visit schedule:</b> MIE team will work with district and school leadership to develop a schedule for the on-site visit.
	<b>Gather data and documents to provide school context:</b> MIE will ask the district and school to share school level data and other artifacts in preparation for the visit.
	<b>Review school data and documents:</b> MIE team will review the data and documents provided by the school to learn more about the school context prior to the visit.
Site Visit	<b>Conduct the on-site school visit:</b> MIE team spends 2 days at each school conducting focus groups with staff, students, and community members.
	<b>Conduct online survey:</b> School staff complete a short, online, anonymous survey to further inform the process.
	<b>Debrief and share initial findings report:</b> The MIE team shares an initial findings report with school leadership following the two day visit.
Post Site Visit	<b>Analyze findings and prepare final report:</b> The MIE team will further synthesize the SRA findings, develop recommendations, and complete a final report.

## MIE Readiness Framework Overview

The SRA process is rooted in MIE’s research based readiness framework, which synthesizes promising practices from high-performing, high-poverty schools. This framework, known as the “Readiness Triangle,” was first presented in Mass Insight’s 2007 Report, [The Turnaround Challenge](#). The MIE readiness framework identifies and organizes core practices of high-performing, high-poverty schools across three domains. High-performing, high-poverty schools consistently:

- Acknowledge and foster students’ **readiness to learn**,
- Elevate and focus staff’s **readiness to teach**, and
- Exercise the **readiness to act** in dramatically different ways than is typically possible in public schools.

