

School Design Materials

To learn more about how to restructure your school system at scale:

- **School Design in Action: Detailed profiles of how schools are optimizing people, time, and money**

http://www.erstrategies.org/library/school_design_in_action

School Design in Action is a new section of our website that features 14 interactive portraits of schools that are optimizing resources for student success.

Browse by name of the school, or by the school design principle:

- *Prioritize Teaching Effectiveness*
- *Target Individual Attention*
- *Maximize Time*
- *Leverage Non-Instructional Spending*

Explore the School Design in Action site:

http://www.erstrategies.org/action_strategies/school_design_in_action

- **Designing Schools that Work: Organizing Resources Strategically for Student Success**

http://www.erstrategies.org/library/designing_schools_that_work

This publication outlines the fundamental principles and process of Strategic School Design.

Through more than a decade of research and practice in the area of school resource use, we have found that high-performing schools are responding to the changing context in education by using people, time, technology, and money in ways that look significantly different than the status quo. Indeed, nearly every one of these high-performing schools practices three basic principles of strategic resource use, which we call the Big Three:

1. ***Excellent teaching for all students:*** *Organize teachers and teams to maximize student learning and continuously grow talent.*
2. ***Personalized learning and support:*** *Match grouping, learning time, technology, and program to students' individual needs.*
3. ***Cost effectiveness through creative solutions:*** *Organize jobs, partnerships, and technology to maximize resources that support teaching and learning.*

Strategic designs don't happen by accident. They happen because school leaders and their teams develop a deliberate strategy for organizing resources. We believe this paper—which has detailed stories of districts putting the strategies into action—is a great place to start for anyone looking to transform their school.

Tools and resources:

- **School Check: Assess Your School's Resource Use Against Three Key Principles**

http://www.erstrategies.org/library/school_check

This school assessment tool is based on resource strategies and principles from “The Strategic School: Making the Most of People, Time, and Money” by Karen Hanley Miles and Stephen Frank (2008), as well as ERS’ other learnings from the resource practices of high-performing schools around the nation. The purpose of this tool is to help you do a healthy school check-up: thinking about your current structure, where are and aren’t you using resources strategically? Are there any areas in which you could reduce spending? Areas where you should increase your current investment?

The assessment is organized according to three primary principles we’ve seen high-performing schools use to organize resources:

1. *Excellent Teaching for All Students*
2. *Personalized Learning and Support*
3. *Cost Effectiveness through Creative Solutions*

Within each principle, we’ve laid out more specific strategic practices, and written descriptors that identify what these practices look like along a developmental spectrum.