



## Practice Inventory

### Empowerment

Drawing upon institutional knowledge and professional insights, review each individual practice inventoried below. Select a rating that best reflects the institution's practice, using a rating scale of **1** (just getting started) to **5** (we're knocking it out of the park). Include a rationale for your ratings to help benchmark progress.

As you make improvements and deepen your work in this Practice, revisit it, review your ratings, and rate it again to reflect your progress. The process surrounding the Practice Inventory is designed to capture an institution's growth and improvement over time.



Using a rating scale of 5 to 1 to assess the institution, where a rating of "5" represents institutions with well-established, codified practice to a "1" for little evidence of the practice. Include a brief rationale for the rating.

1. Participating and sharing in decision making that directly impacts teachers' work, including budget development, new teacher selection process, scheduling, curriculum, and other programmatic and special project opportunities.

**5                      4                      3                      2                      1**

*Rationale:* \_\_\_\_\_

2. Supporting and fostering teachers' growth and development through meaningful professional development that leads to expanding their knowledge and pedagogy through the normal course of work at the institution.

**5                      4                      3                      2                      1**

*Rationale:* \_\_\_\_\_

3. Recognizing teachers as professionals and offering respect for their educational knowledge, skills, and contributions to the field.

**5                      4                      3                      2                      1**

*Rationale:* \_\_\_\_\_

4. Believing and advocating that teachers have the skills and ability to help students learn, are competent in building effective programs for students, and can effect change in student learning.

**5                      4                      3                      2                      1**

*Rationale:* \_\_\_\_\_

5. Extending teachers autonomy to make decisions that control aspects of their work life including schedules, textbooks, curriculum, assessments, and instructional planning.

**5                      4                      3                      2                      1**

*Rationale:* \_\_\_\_\_

6. Affirming and celebrating the impact teachers have on influencing and affecting student achievement to help stakeholders realize the work they perform is worthwhile and requires highly competent professionals to bring about.

**5                      4                      3                      2                      1**

*Rationale:* \_\_\_\_\_