School Autonomy & Accountability
The 3 A’S

**Autonomy**
Local decision making based on evidence

**Accountability**
Responsibility for school and student performance

**Assessment**
Measuring school and student performance

**School Council**

**EMIS**

**Teacher Quality**
# 5 Policy Goals for SAA

## Budgetary Autonomy

- **1A** Legal authority over the management of the operational budget
- **1B** Legal authority over the management of the non-teaching staff salary
- **1C** Legal authority over the management of the teacher salary
- **1D** Legal authority to raise additional funds for the school
- **1E** Collaborative budget planning

## Personnel Autonomy

- **2A** Autonomy in teacher appointment and deployment decision
- **2B** Autonomy in non-teaching staff appointment and deployment decision
- **2C** Autonomy in school principal appointment and deployment decision

## Participation

- **3A** Participation of the school council in budget preparation
- **3B** Participation of the school council in financial oversight
- **3C** Participation of the school council in personnel management
- **3D** Participation of the school council in school activities
- **3E** Participation of the school council in learning inputs
- **3F** Transparency in community participation

## Student/School Assessment

- **4A** Existence and Frequency of school assessments
- **4B** Use of school assessments for making school adjustments
- **4C** Existence and Frequency of standardized student assessments
- **4D** Use of standardized student assessments for making school adjustments
- **4E** Publication of student assessments

## Accountability

- **5A** Guidelines for the use of results of student assessments
- **5B** Analysis of school and student performance
- **5C** Degree of Financial accountability at the central level, regional, municipal, local and school level
- **5D** Degree of Accountability in school operations
- **5E** Degree of learning accountability