

# School Accountability Committee Recruitment & Engagement

Strategies to consider for increasing parent participation on your School Accountability Committee (SAC), and ensure your SAC represents the diversity in your school.

## Why?

More perspectives, desires, and needs reflected in policy- and decision-making.

When family members are involved, students are more engaged, achieve at higher levels, and have more confidence.



All parents have a fair and equitable voice.

## How?

Create a warm, respectful, welcoming school environment.

Make parent gatherings meaningful and relevant.

Schedule meetings with families in mind, and provide advance notice.

Show appreciation for all contributions.



Increase two-way communication opportunities.

Communicate multiple times, through multiple formats.

Ensure all language needs are met.



Provide child care and/or a space for kids to play.

Engage students when possible/appropriate.

## **Recruiting and Engaging A Representative School Accountability Committee**

The following are strategies your school might consider to increase the number of parents participating on your School Accountability Committee (SAC) and to ensure that your SAC is representative of the diversity in your school. (Aspects of diversity to consider may include, but are not limited to, race, ethnicity, languages spoken, gender, age, sexual orientation, socioeconomic status, ability, and religion.)

### **Why?**

- Students are more engaged in their learning, achieve at higher levels, and feel better about themselves when their family members are involved in their education ([Callendar & Hansen, 2004](#))
- Research has shown that heterogeneous/diverse groups make better decisions ([Phillips, 2014](#))
- Having a diverse SAC ensures that all families' perspectives, desires, and needs are reflected in policies and school decisions and ensures all parents have a fair and equitable voice in their child's education

### **How?**

Recruiting and engaging a diverse SAC that is representative of the many perspectives in a school community is an ongoing process that occurs over time. Providing opportunities that require less commitment such as class performances, parent teacher conferences, celebrations and other events are often a gateway to more invested commitments such as a School Accountability Committee. Intentionally focusing on moving families from participatory activities to advisory opportunities can improve your SAC recruiting efforts.

#### **General Strategies to Engage Families:**

- Ensure that the school environment is always warm, respectful, and welcoming
- Make all gatherings with parents meaningful and relevant to their needs
- Always welcome and address individuals by name
- Increase two-way communication opportunities and communicate multiple times in multiple formats
- Ensure all language needs are met
- Schedule meetings with families in mind and provide advance notice
- Avoid conflicts with religious and cultural observances
- Consider providing child care and/or a space for children to play
- Consider providing food
- Show appreciation for all family contributions
- Engage students when possible/appropriate

#### **Strategies Specific to Recruiting and Engaging a Representative School Accountability Committee:**

- Carefully consider the diversity represented in the school community
- Communicate SAC updates to families frequently and at other school events throughout the year
- Announce SAC meeting dates and times in many ways
- Invite people to attend SAC meetings **without** pressure of commitment
- Work with staff to identify parents to personally invite to SAC meetings (don't be afraid to "recruit")
- Clearly define and communicate the role and scope of the School Accountability Committee
- Be aware of potential content barriers and support families in learning that content (for example, define acronyms like IEP, UIP, SPF, FRL)