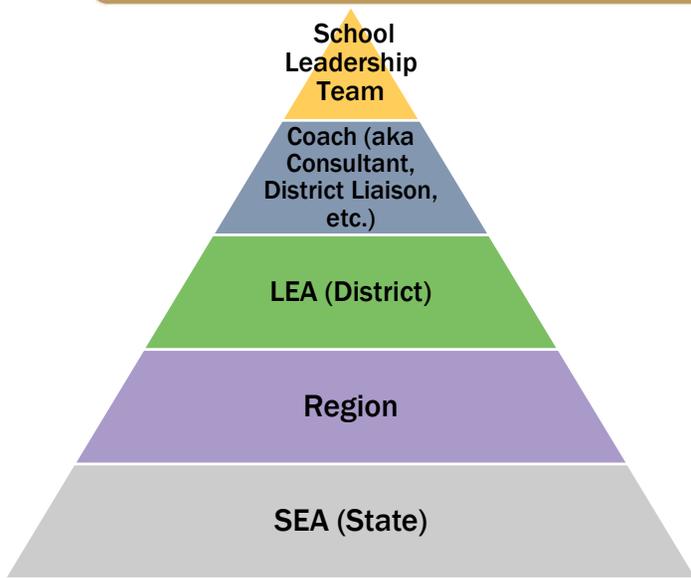




Building District Capacity: *The state builds the capacity of district personnel to support Indistar implementation in schools.*



The SEA, as seen in this pyramid, is the largest support and most foundational layer. The SEA is charged with building capacity for the other role holders – the LEA/District, Coach/Liaison and School Leadership Team.

If building capacity is the "process of developing and strengthening the skills, instincts, abilities, processes and resources that organizations and communities need to survive, adapt, and thrive in the fast-changing world", then according to **Dave Anderson**, "leaders must become better communicators and enforcers of what they want done. Holding people accountable to high standards and results is nothing to apologize for. Failing to stretch them to their potential is."

Establishing accountability expectations helps build the capacity of those for whom the expectations are set. **Indistar®** can be an accountability mechanism for all the role holders in the pyramid. **Indistar®** can be the vehicle used by the SEA to communicate its improvement expectations for LEAs, Coaches and School Leadership Teams. In turn, **Indistar®** induces the SEA to remain relevant and responsive to the data identified successes and needs of all its role holders. Thus, when the **Indistar®** continuous improvement process is used to routinize mutual accountability expectations, it also serves as a capacity builder that develops and strengthens the skills, instincts, abilities, processes and resources of all who engage in its assess, plan and monitor cycle.

Know that the SEA, through Indistar®, will build the capacities of all key role/stake holders, but in particular the District, when it:



Capacity Building Resources found in Search Engine & Documents at www.indistar.org

