WELCOME
SUPERHEROES

WHAT DO YOU
BELIEVE?
I believe... a child shouldn’t have to be in the right place at the right time to get a quality education.

YOU have the power to change the world!
**SUPERPOWERS OF THE SCHOOL BOARD**

- Establish a vision for the district that reflects the community's beliefs and aspirations for their children
- Ensure that resources are aligned to accomplish the vision
- Inspire stakeholders to work towards making that vision a reality
- Hold the system accountable for attaining/making real progress towards the vision
TURN AND TALK

Turn to your neighbor and discuss the following questions for 5 minutes:

- What does your community believe about its children with regard to learning?
- What does your community believe the school district should provide for children?
- Specifically, how should children’s lives be changed by attending school in your district?
**SHARED BELIEFS**

Shared beliefs unite and inspire us to action

Tedx talk based on Tribal Leadership by David Logan

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**SUPER POWER #1: VISION**

A mental image of success
COMMIT TO A VISION THAT REFLECTS:

- The community’s beliefs and aspirations for their children
- High expectations for student achievement and quality instruction
- The beliefs that *all* children can learn and that the school district can teach *all* children
QUESTIONS TO HELP YOU THINK ABOUT YOUR VISION

× What does success look like?
× What knowledge, skills, and abilities will graduates of your school district possess?
× How might someone describe a student who graduates from your district?

SHARED BELiefs & VISION

provide clarity and direction... like Howell’s “Guaranteed Graduates”
FROM VISION TO REALITY

1. Ensure that a strategic plan is developed *
2. Agree to benchmarks so that you can monitor progress
3. Build wild support for the plan
4. Monitor progress of the plan

SUPER POWER #2: RESOURCE ALIGNMENT

Fund the vision
Turn to your neighbor and discuss the following questions for 5 minutes:

- What is the board of education’s role in resource alignment?
- How does your board engage in the budget process?
HOW THE BOARD FUNDS THE VISION

- Adopt policies (and possibly procedures) related to budget creation and management
- Review the proposed budget and verify the reliability of assumptions upon which proposed budget is based
- Confirm alignment to district goals/visions
- Adopt the budget and then monitor it

SUPER POWER #3: INSPIRE THE PEOPLE
Champion the vision and the plan
BUILD ON SHARED BELIEFS TO INSPIRE PEOPLE...

- Inform all stakeholders where the district is heading*
  and why they should take the trip with you
- Make the vision and the plan visible... consistently
- Encourage stakeholders to align their efforts
- Remove barriers whenever you can
- Report progress regularly... good or bad

SUPER POWER #4: DELIVER RESULTS

Hold the system accountable
132,554
Whoa! That’s a lot of children!

ENSURING THE VISION BECOMES REALITY

× Monitor and report progress on the plan – especially academic achievement outcomes
× Evaluate the superintendent’s performance
× Assess the board’s performance
Strategic Planning

Cycle of Good Governance

Superintendent Evaluation

Board Self-Assessment

Growth Mindset

Video credit: MinuteVideos.com
TURN AND TALK

Turn to your neighbor and discuss the following question for 5 minutes....

× What does your board currently do with regard to evaluating the performance of the superintendent?
× How does your board assess its own performance?
× Does the superintendent have a development plan? Does the board?
SUPERINTENDENT EVALUATION

- Clarifies performance expectations
- Links superintendent’s work to district vision/plan
- Provides a mechanism for feedback, which is both appreciated and valued
- Informs superintendent’s development plan

BOARD SELF-ASSESSMENT

- Allows the board to reflect on its strengths and identify areas for improvement
- Provides clarity and direction for less experienced board members…and a path for the future
- Models responsible leadership
- Sends a powerful message to staff and community
Establish expectations

Monitor progress

Discuss progress

Make adjustments if needed

Ongoing Process

**PLAN FOR SUCCESS**

- Calendar check-ins
- Approach with a growth mindset
- Ask for help if you need it to get started

**YOU ARE A SUPERHERO!**

Kid President video credit to: HubNetwork.com
USE YOUR SUPERPOWERS!

Establish a clear vision!
Ensure resources are aligned!
Inspire stakeholders!
Hold the system accountable!

YOU

HAVE THE POWER
TO CHANGE THE
WORLD!
THANK YOU!

KAPOW!