

The Superintendent – Communicating and Building a Relationship

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Teaming For Success

“UNITED WE STAND, DIVIDED WE FALL.”

AESOP

© Lifehack Quotes



What is all the fuss about a good Board/Superintendent Relationship?

Why is a good relationship so important?



True or False?

The board/superintendent relationship can do more to determine the effectiveness and efficiency of education in schools than any other single factor.



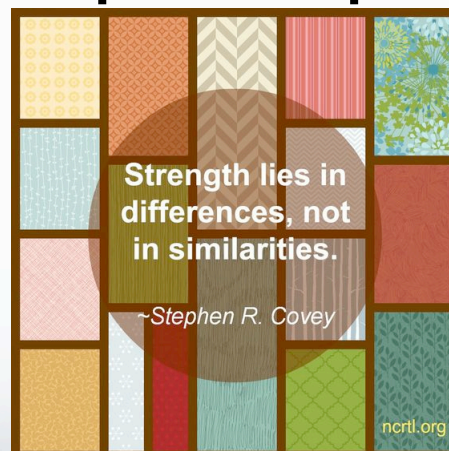
True or False?

The relationship between and among board members and the superintendent is healthier when all parties discuss and resolve misunderstandings and disagreements *before* serious conflict.



Reality—Partnership Is Complex

- Relationships Vary from District to District
- Disagreements Are Part of the Relationship



Strengthening the Relationship

- 1 Build **mutual trust** and understanding.
- 2 Develop a **shared understanding** of roles and expectations of the board as well as the superintendent.
- 3 Build a **shared vision** that focuses on student needs for the future.



Strengthening the Relationship, continued

- 4 Ensure long term **communication** within and between the board and the superintendent.
- 5 Make effective decisions emphasizing consensus building, conflict resolution, and **learning together**.
- 6 Develop positive links with the **community**.

Strengthening Board of Education / Superintendent Relationships In America's Schools
The University of Iowa



Roles and Responsibilities Board...(as a convened body),

- **Supports** Superintendent with Advice and Counsel
- Considers and Approves **Policies**
- Adopts the **Budget**
- **Delegates to Superintendent All Executive Functions**
- Allows **Superintendent to Manage** All Employees
- Keeps Superintendent Informed – **No Surprises**
- **Refers Complaints** to Superintendent
- Holds the **Superintendent Accountable**

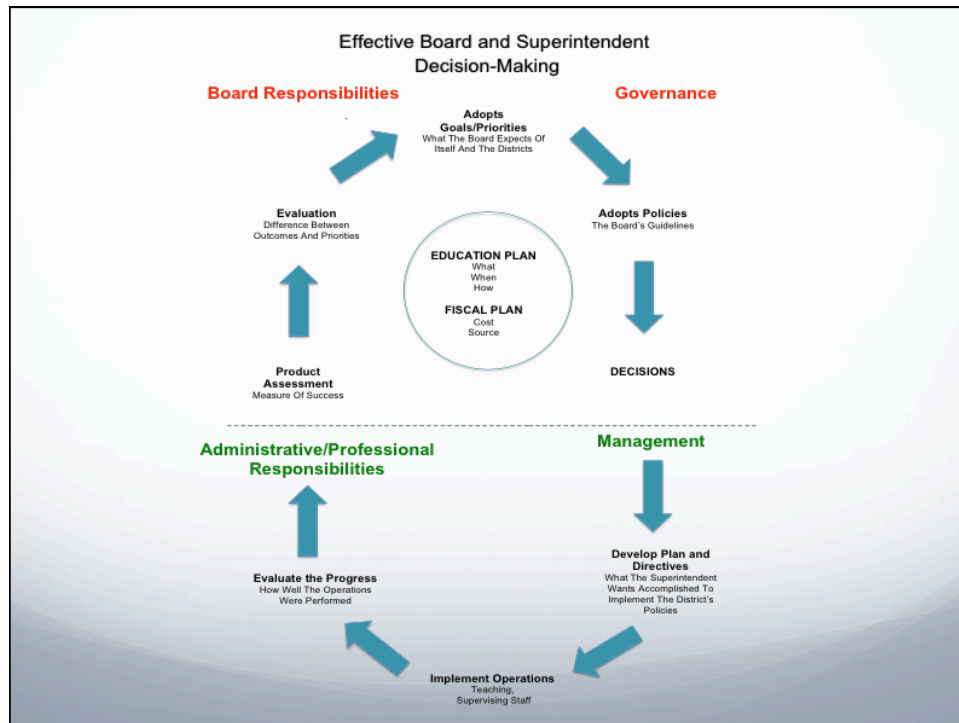


Roles and Responsibilities Superintendent...

- **Loyal** to Board
- Assists Board with **Counsel and Advice**
- Keeps the Board **Fully Informed**
- **Recommends** Instructional Improvements
- Recommends **Purchases and Services**
- **Manages the Finances** of the District
- **Directs Gains in Student Achievement**

Review the Superintendent's Contract For Defined Roles





Who Is Responsible?

- Who is responsible for the supervision of employees at the school site?
- Who appoints, compensates and otherwise controls all school employees?
- Who approves the employment of the administrators, teachers and non-certificated personnel?

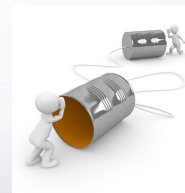
Getting Started

What is a good strategy when casting a vote while you are still learning about the issues coming before the Board?

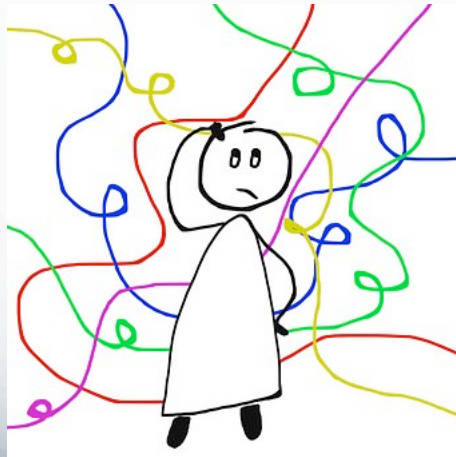


Communicating with Superintendent

- Defining roles and responsibilities.
- Maintaining a relationship.
- The Board and Superintendent must determine:
 - What methods will be used to communicate?
 - How much and about what issues you want to know about?
 - When do you want to know?
 - How will you ask for information you need?



Problem-Solve for a Minute



You are confronted by a parent in your local supermarket regarding the parent's displeasure with the 3rd grade teacher. How would you conduct yourself as a board member, and what would you do following the conversation?



Communication – Behaviors

- Listen to understand.
- Speak to be understood.
- Start dialogue from a common point of reference or point of agreement; and move slowly into areas of disagreement.

The most important thing in communication is hearing what isn't said.

KUSHANDEZOOM
PETER DRUCKER



Relationship Building -- Attitudes

- I assume good faith; I do not question your sincerity or your sanity.
- I care about our relationship and want to resolve this difference in perception. Please help me to see it from your perspective.
- I am open to influence and am prepared to change.



Defining the Roles: Maintaining a Healthy Balance



Questions and Answers



Thank you for Attending

You can reach Timi Tullis at the AASB office

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Thanks to Bill Hill, Superintendent of Bristol Bay for his time
and hard work on behalf of students in Alaska!

- PS We would like to thank the Michigan Association of School Boards for sharing some of their slides with us! We appreciate all our school board members and organizations.

