

Effective Board-Superintendent Relationships

Clarence Daniel - LKSD Board President
Kimberly Hankins - LKSD Superintendent

Board Chair-Superintendent Relationship

- ▶ Relationship centered around trust
- ▶ Communication
 - ▶ Regular
 - ▶ Open and honest
- ▶ Understanding of roles
- ▶ No surprises

Board Chair-Superintendent Relationship

- ▶ Develop meeting agendas
 - ▶ Executive session topics and messaging
- ▶ Deal with emergency situations
- ▶ Deal with the news media

School Board-Superintendent Relationships

- ▶ Relationships centered around trust
 - ▶ Transparency & honesty are key
 - ▶ Regular communication
 - ▶ Constructive dialogue
 - ▶ Commitment to decisions
- ▶ This is a board goal established during the board's self-evaluation
 - ▶ Objectives
- ▶ “Do what’s best for kids.”

The Superintendent:

- ▶ Treats all board members equally
- ▶ Provides the board with enough information to act on a recommendation
 - ▶ Pros/cons
 - ▶ Rationale
- ▶ Carries out the board's actions
- ▶ Informs the board of the good and the bad on a regular basis
- ▶ Sets and monitors professional growth goals

The Board:

- ▶ Communicates with the superintendent
- ▶ Avoids surprises
- ▶ Does not micromanage
- ▶ Supports the decision of the full board
- ▶ Commits to training and orientation
- ▶ Proper management of meetings

The Board:

- ▶ Comes to meetings prepared
- ▶ Deals with conflict productively
- ▶ Evaluates the superintendent
- ▶ Completes an annual board self-assessment and sets annual goals

Results

- ▶ Positive results are achieved when you have:
 - ▶ Trust
 - ▶ Healthy conflict
 - ▶ Commitment
 - ▶ Accountability

Impact of Board-Superintendent Relationships

- ▶ Superintendent
- ▶ Board
- ▶ Staff
- ▶ Students
- ▶ Community

Questions?

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