

GOVERNING EFFECTIVELY TOGETHER



Sweetwater County School
District #1

Leadership is ultimately about creating a way
for people to contribute to making something
extraordinary happen.



The Key Work of School Boards

Making Student Achievement Your Primary Focus

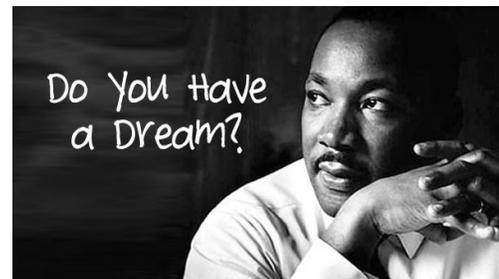


1. Vision

- Vision is the mental picture of what the schools and district would be if everything were perfect. It's a mental image of success.

- *High expectations for students*
- *Quality instruction*
- *Clear goals toward that vision*
- *Shared beliefs and values about what is possible*

- Vision is not about where we are, but what we want to be. Your vision should inspire, reflect community beliefs, look ahead and lead.



Your Policies

- AD/AE Educational Philosophy/School District Goals and Objectives
- BA Board Operational Goals
- CA Administrations Goals



2. Accountability

School Board accountability means taking your fair share of responsibility for student outcomes. Being accountable means answering not only for your actions but also for the results of your actions.

- *Accountability includes taking credit for achieving desired results and accepting responsibility when targets are missed.*
- *True accountability depends on open decision making, community engagement and support, and receptivity to new ideas and constructive criticism.*

Framework for Accountability

□ *What*

- ✓ Are we planning to do
- ✓ Are the reasons for doing this
- ✓ Are the expected outcomes
- ✓ Will we accept as evidence

□ *So What*

- ✓ Actually happened
- ✓ Did we learn
- ✓ Were the challenges
- ✓ Were the results

□ *Now What*

- ✓ Should we celebrate
- ✓ Should we continue doing
- ✓ Should we change

Your Policies

- BA Board Operational Goals
- BBA School Board Powers and Duties



3. Policy

Policy permeates all aspects of school operations and is the manner in which a board exercises leadership. Through policy, school boards establish a set of cohesive guidelines able to transform vision and accountability into reality. Boards fulfill their policy responsibilities by articulating and adopting policy and by selecting an executive officer -superintendent - to implement policy.

“Board policy represents the intersection of vision and accountability.”

Policy vs. Procedures or Regulations

■ Policy – Board

- ✓ Written statement about a desired condition, direction, or belief
- ✓ Guidelines for how the school system is to operate
- ✓ Describes what the board wants to happen
- ✓ Describes what the board doesn't want to happen
- ✓ Formally adopted by the board

■ Procedures or Regulations – Administration or Board or Both

- ✓ Methods or steps for carrying out a policy
- ✓ Specific descriptions about how to put the policy in action
- ✓ States how, by whom, where, and when certain actions are to be carried out or are limited.
- ✓ Formal adoption may or may not be required

OATH OF OFFICE

- ✓ “for the faithful performance of their duties as required by law”

WS 21-3-106

- ✓ “Prescribe and enforce rules, regulations, and policies for its own government and the government of the schools under its jurisdiction”

WS 21-3-110

Your Policies

- BF Board Policy Development
- BFG/BFGA Policy Review and Evaluation/Manual Accuracy Check



4. Community Leadership

Through public advocacy and community engagement, school boards share their concerns and actions with the public and hear the public's concerns. Leadership that builds public support is vital to the implementation of the board's vision. Effective boards fully recognize the impact schools have on the community and understand what strong community connections mean to success for all.

Your Policies

- BA Board Operational Goals
- BBF-E Code of Ethics for School Board Members



5. Board/Superintendent Relationships

Both the school board and the superintendent have essential leadership roles that are interconnected but different.

Effective school boards lead as a district leadership team with the superintendent, each in their respective roles, with strong collaboration and mutual trust.

“United we stand, divided we fall.”



5. Board/Superintendent Relationships

- A. Establish clear roles, responsibilities, and expectations**
 - ✓ *Aligned to district vision and goals*
 - ✓ *Expectations are well defined*
 - ✓ *Evaluation of the superintendent is designed for performance improvement*
- B. Practice effective communication techniques**
 - ✓ *Listen to understand*
 - ✓ *Speak to be understood*
 - ✓ *Start from common points or agreements*
- C. Develop a positive attitude**
 - ✓ *I assume good faith; I do not question your sincerity or your sanity*
 - ✓ *I care about our relationship; if we have differences I want you to help me see it from your perspective*
 - ✓ *I am open to being influenced and am prepared to change*

Your Policies

- BBA School Board Powers and Duties
- BBAA Board Member Authority
- BBF-E Code of Ethics
- BCD Board-Superintendent Relationship
- CA Administration Goals
- CBA Qualifications and Duties of Superintendent

BALANCE



LOOSE

TIGHT

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YOUR JOB?

- A. Checking to see that the buses run on time
- B. Patrolling the crowd at the football game
- C. Sitting in the back of the science room rating the teacher
- D. Holding an employee grievance hearing
- E. Changing the lunch menu
- F. Interviewing prospective teachers
- G. Approving contracts for new teachers
- H. Fixing the lights in the parking lot

Communication

Always Room for Improvement

- Board member to board member
- Board member to superintendent
- Superintendent to Board Members
- Board member to employee
- Board member to community
- Board member to media – social, newspaper, radio

Your Policies

- BA Board Operational Goals
- BBF-E Code of Ethics
- BDDH Public Participation At Board Meetings
- BG Board-Staff Communications
- GBM Staff Complaints and Grievances
- KLD Public Complaints Made to the Board

SCENARIOS

1. After the Game
2. Favoritism
3. School Play
4. Office Visit
5. Grocery Store

How Do I ...

1. Respond to criticism about the board?
2. Respond to criticism about a staff member?
3. Respond to requests for me to fix something?
4. Find out information about what is “really” happening in the district?

How Do I ...

5. Find out additional information about an issue?
6. Respond when asked about a recent board decision I did not support?
7. Respond when I hear false reports about what happened in an executive session?
8. Confront a fellow board member who I think is out of line?

How Do I ...

9. Ask a fellow board member a question about an issue?
10. Tell the superintendent he is doing a terrible job?
11. Find out what teachers think about their principal?
12. Talk to your neighbor about the high school basketball coach?