Acton-Boxborough School Committee Workshop

July 16, 2018

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What Will be Your Legacy?

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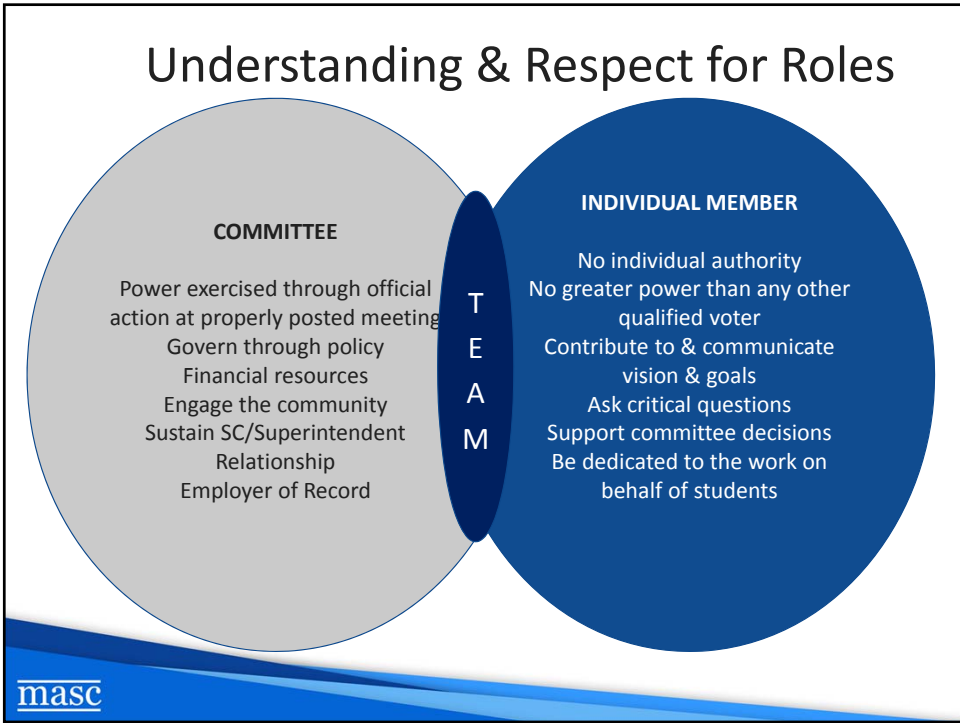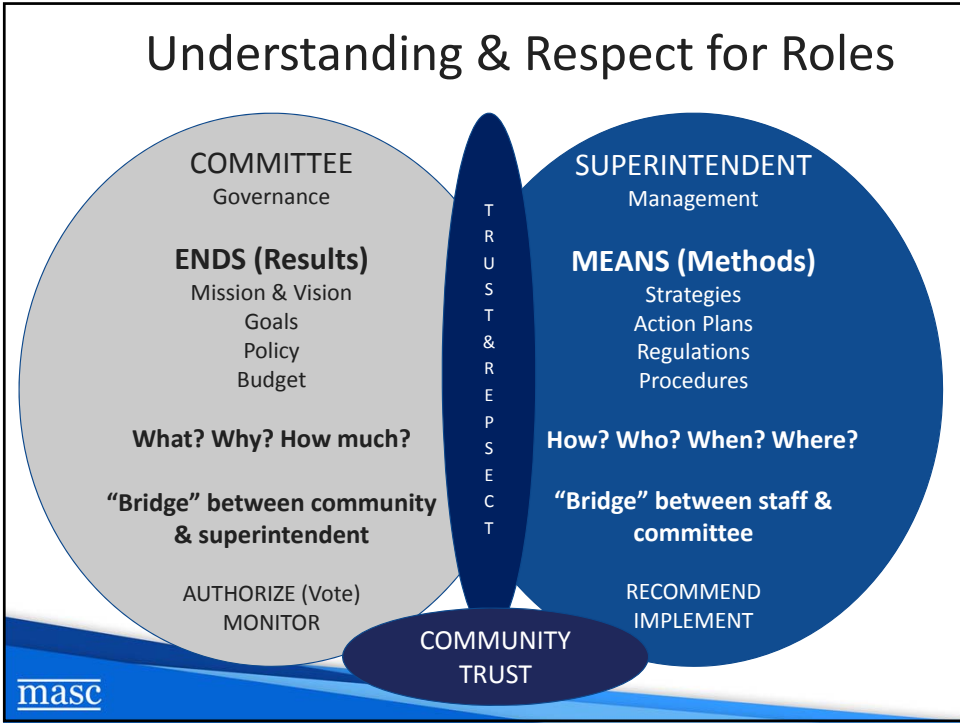**Effective School Boards Positively Influence Student Achievement - Attributes**

- ✓ Vision of High Expectations
- ✓ Focus on Accountability
- ✓ Foster Strong Relationships
- ✓ Use Data to Monitor Progress
- ✓ Lead as a United Team
- ✓ Collaboration * Trust * Respect

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Effective School Boards Positively Influence Student Achievement - Practices

- ✓ Set Goals & Monitor Progress
- ✓ Varied & Purposeful Meetings Focused on Student Achievement
- ✓ Self-Governance
- ✓ Board Professional Development
- ✓ Strong Superintendent-School Committee Collaboration

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Understanding & Respect for Roles

COMMITTEE
Governance

ENDS (Results)
Mission & Vision
Goals
Policy
Budget

What? Why? How much?

"Bridge" between community & superintendent

AUTHORIZE (Vote)
MONITOR

T
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&
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P
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SUPERINTENDENT
Management

MEANS (Methods)
Strategies
Action Plans
Regulations
Procedures

How? Who? When? Where?

"Bridge" between staff & committee

RECOMMEND
IMPLEMENT

COMMUNITY
TRUST

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Understanding & Respect for Roles

COMMITTEE

Power exercised through official action at properly posted meeting
Govern through policy
Financial resources
Engage the community
Sustain SC/Superintendent Relationship
Employer of Record

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INDIVIDUAL MEMBER

No individual authority
No greater power than any other qualified voter
Contribute to & communicate vision & goals
Ask critical questions
Support committee decisions
Be dedicated to the work on behalf of students

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"Your representative owes you, not his industry only, but his judgment and he betrays you instead of serving you if he sacrifices it to your opinion."

Edmund Burke

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Effective Leadership Teams

➢Understanding and respect for different, yet complementary roles

➢Agreement on how to operate and communicate

➢Focus on policy and district goals

➢Efficient, business-like meetings focused on student achievement

➢Presence of trust and mutual respect

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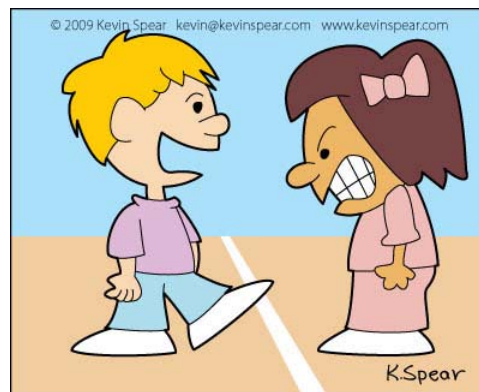# Respect for Roles Enhances Relationships

➢Good working relationship engenders confidence of staff and community

➢Conflict is distracting and impedes progress

➢Superintendent changes are costly and disruptive

➢Don't take relationships for granted – nurture them.

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Oversight vs. Overstepping

"Is **THIS** the line you're telling me not to cross?"

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Scenario I

- There is an opening for an elementary teacher in your district. A graduate of your district has recently received their teaching degree and has applied for the position. Many of your constituents have come to you hoping you can help get this former student hired. You let the superintendent know about the calls and emails you have received and also encourage the superintendent to hire this individual.

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Scenario II

- During a committee meeting there are several members who have questions about expenditures that were in the budget the committee approved, including the purchase of new technology for the high school. Committee members are curious about how the money was spent and they want to make sure that teachers are receiving professional development so they know how to teach with the new technology.

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Scenario III

- A committee member comes in to meet with the Superintendent and the member wants the district to change the math curriculum. He has heard about great instructional materials from his brother who teaches in another district. He has a lot of information, including textbooks, that he wants to share with the committee and the superintendent.

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Scenario IV

- A Committee member writes a weekly blog about life in the community. In the most recent blog he has criticized the district's actions. He states that the Committee voted in favor of the actions but that he disagrees with the action and thinks that the vote should have gone the other way. In the blog he is asking to hear from others that would support his take on the issue so that he can continue to let the superintendent know his feeling.

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What is Governance?

➢Providing direction by:
  ➢Adopting district vision and goals
  ➢Adopting district policies

➢Judging accomplishment of goals and effectiveness of policies by:
  ➢Evaluating superintendent performance
  ➢Assessing district results

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What is Management?

❖Putting plans, systems and procedures in place to accomplish desired outcomes and priorities.
❖Monitoring plans, systems and procedures for effectiveness in accomplishing desired results.
❖Adjusting plans, systems and procedures as needed to accomplish desired results.

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What is Oversight of Management?

❖ Making sure there are desired results in place that are appropriate and clearly defined

❖ Making sure plans, systems and procedures designed to achieve desired results exist

❖ Making sure the existing plans, systems and procedures are monitored for effectiveness and changed if necessary

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Operating Protocols

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What are Operating Protocols:

- Series of ground rules created, maintained, and periodically revised by Committee members and the Superintendent
- Set of common preconditions that enable groups of people to work together civilly and productively
- Document that can be used for Committee self-evaluation

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What Protocols Cover

- Who the School Committee represents
- How it will conduct business
- How it will communicate
- How it will improve
- What are the limits of power
- What happens when things go wrong

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A-B Protocols

- Do the current protocols meet the Committee's needs?

- Are there changes to make? In what areas?

- Are the protocols being followed?

- If not, do they need changing or do members need to re-commit to following them?

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Why Set Goals?

- Goal setting is the process by which a school board exercises leadership
- If the board doesn't set goals, special interest groups will
- Setting goals enables the board and superintendent to keep the district on a continuous improvement track
- Goals let employees and the community know where the district is headed

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Goals Frame & Structure Work

Ensure Alignment
Monitor Progress
Budget Support
School Committee Goals

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Goal Alignment

Student Achievement

Teacher Goals

Administrator Goals

Superintendent Goals   School Committee Goals   School Improvement Plans

Overarching Goals

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