BOARD / SUPERINTENDENT RELATIONS

TY MASE, LAKE AND PENINSULA SCHOOL DISTRICT
Establishing Relationships

The influence of prior administration has a large role in selecting a new superintendent. Often times, it is what went wrong previously that is the focus of the current search. Those searching out a superintendent usually start by defining the direction they would like the superintendent to take them. Some look for a change agent while others seek to continue or stabilize their current educational program. Know your role and the Board’s expectations of you.

- Stay politically neutral is a good reminder w/ diverse districts.
- If your going to talk the talk – you have to walk the walk
- Neglect what is important in your life (family, friends, fishing)
- Be fair, firm and consistent with everyone.
- A superintendent has to show that they are a credible educator, by being present and involved in the education of the kids.
- Pick your battles carefully
- Demonstrate their respect for the district by making regular, meaningful visits to the classrooms.
- Have a strong moral purpose, commitment to education and courage to stand up for what they believe in. Trust.
COMMUNICATION!

* Establish Communication Protocol - Know Your Roles

* Update, Update, Update - Celebrate Success

* Call them before they call you - no surprises.

* Consider having meaningful work sessions

* Call my Board members at least once a month – keep a chart to keep track of communications with individual Board members.

* Board members should never be unpleasantly surprised.

* Mistake of relying on communications with Board president to get to other members.

* Listen and ask questions for the first semester.

* Be transparent – communicate with your staff and Board - do not hide things. In addition, be yourself - your board and staff will appreciate it.
One of the superintendent’s greatest challenges is to get board members to see beyond their community and to consider district-wide issues that would benefit everyone.

Conflicts within. Boards are seldom unified, which puts the superintendent in a very sensitive juggling act.

Meaningful Evaluation – A process that truly reflects the job that you are doing.

Negotiating your contract.

The Board Member that goes “solo.”

Inheriting a dysfunctional board or a board with “bad habits.”

Meaningful engagement.

Knowing their role when approached by a constituent.

Treating all members equal.
LPSD School Board’s Advice