



# Maximizing effectiveness as a leadership team

## *Action steps*

How does the district's leadership team develop and maintain a successful functioning relationship while working interdependently? The secret is understanding the role of the school board and the role of the superintendent. A unified leadership team commits to a common purpose, a clear mission and a shared sense of responsibility to achieve the district's vision.

### **Board-superintendent partnership action steps**

- Clarify roles and expectations for board members and the superintendent early in the partnership.
- Establish and implement a clear process for communication between board members and administration.  
Superintendent provides the board with materials as requested from the board as a whole.
- Work intentionally to build trust and mutual respect between the board and administrative team. Demonstrate trust and respect for the superintendent and for his/her right to have opinions that may differ from members of the board of education and demonstrate trust and respect for members of the board of education to have opinions that differ from those of the superintendent.
- Consider a district leadership team (board, superintendent, treasurer) self-evaluation.
- Provide the superintendent with written goals of expectation upon which he/she will be evaluated and then evaluate the superintendent at least once a year.
- Work actively on improved decision making by obtaining and reviewing relevant data and information before voting. Prepare early enough to have questions answered by the superintendent prior to the board meeting.

