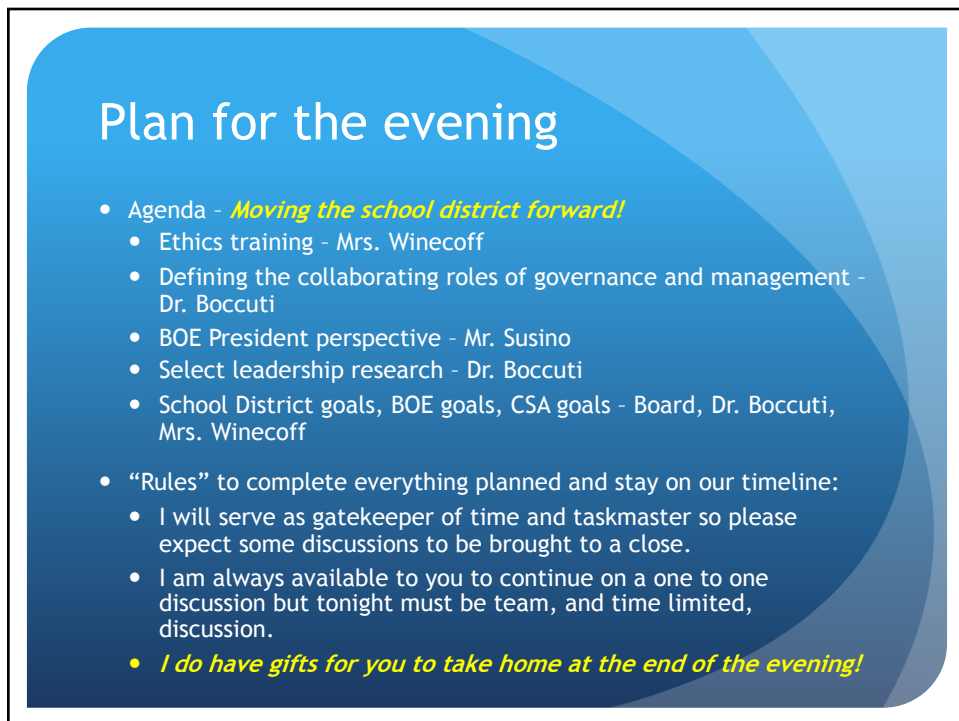


1



2

Brief introduction

- What is the purpose of a Board professional development retreat?
 - Work in a setting of non-deliberation to improve our working skills as a collaborative team.
 - Take some time to set the stage for creating governance/management vision to move the school district forward (e.g. pursuing future dreams and goals, etc.).
- ***Who is your Chief School Administrator?***



3

Roles clarification

- Everything based on trust and communication:
 - Board - Governance
 - Superintendent - Management
- Focus:
 - Board - End results
 - Superintendent - Means
- Questions to be addressed:
 - Board - What? Why? How much? How well?
 - Superintendent - How? When? Where? By whom?

4

Roles clarification (continued)

- Tools:
 - Board - Mission, goals, policies, assurances, standards
 - Superintendent - Strategies, procedures, regulations, assignments, documentation
- Methods:
 - Board - Votes
 - Superintendent - Recommends



** This collaboration leads to success!*

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School District Leadership

- *Your management team!*
- Administrative Team:
 - Chief School Administrator, Principal
 - Interim School Business Administrator, Board Secretary
 - Supervisor of Student Services
 - Technology Coordinator
 - *Weekly administrative team meeting*
- Office Team:
 - Confidential secretaries
 - Lead custodian
 - *Weekly office team meeting*
- Individual meetings with CSA as needed

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School District Leadership

- I am adding a regular monthly meeting for:
 - NJEA liaison leadership
 - *Beyond monthly faculty meetings*
- I plan to attend all Boosters meetings and endeavors
- I plan to attend all community endeavors
- I plan to attend all student activities and endeavors
- *Beyond formal meetings - Open door policy!*

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(Anthony Susino/BOE President)

- Collaboration:
 - Sharing of information for the benefit of all stakeholders
- Operations:
 - Importance of a high trust environment
- Meeting preparations:
 - Doing “homework” before the meeting
 - Asking questions, seeking clarification, seeking information
- Confidentiality:
 - Executive session discussions
 - BOE deliberation on confidential matters

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Pulling it all together

- *Engaging in effective proactive communication, building trust, and pursuing collaboration!*



9

Current challenges and concerns

- *Generate list and draft before the end of the evening*



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School District, BOE, CSA Goals

- *Generate list and draft before the end of the evening*



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Select Leadership Research

- Perspectives of Stephen Covey
- Perspectives of Patrick Lencioni



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The 7 Habits - Stephen R. Covey

- “Habits are like a cable. We weave a strand of it everyday and soon it cannot be broken.”
 - Horace Mann
- A habit is the intersection of:
 - Knowledge
 - Skill
 - Desire
- Maturity continuum:
 - Dependence → Independence → Interdependence

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The 7 Habits - Stephen R. Covey

- The 7 Habits Paradigm:
 - Private victory:
 1. Be proactive
 2. Begin with the end in mind
 3. Put first things first
 - Public victory:
 4. Think win/win
 5. Seek first to understand, then to be understood
 6. Synergize
 7. Sharpen the saw

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The 7 Habits - Stephen R. Covey

- List your 7 life roles, no more than 7, no less than 7.
- Place them in your priority order of importance.
- Dr. Boccuti's 7 life roles in his priority order of importance:
 1. Husband
 2. Father/Grandfather
 3. Son/Brother
 4. Relative/Friend
 5. Musician
 6. Teacher
 7. Chief School Administrator/Principal

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The 7 Habits - Stephen R. Covey

- Which life role of the seven consumes most of your time?
- Lesson in reference to being a highly effective person?
- Carefully plan once each week to personally address each life role, in some significant capacity, every week.

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The 5 Dysfunctions of a Team Patrick Lencioni

Dysfunction 1. Absence of trust

Dysfunction 2. Fear of conflict

Dysfunction 3. Lack of commitment

Dysfunction 4. Avoidance of accountability

Dysfunction 5. Inattention to results

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Retreat wrap up

- *Next steps...*
- *Gifts, thank you, and have a great week!*
 - *Future BOE retreats*
 - *Inclusion of staff at Board of Education public meetings for educational presentations*
 - *Move on to 2020-2021 goal setting...*



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