



MASA'S GREAT START WORKSHOP



Creating Effective School Board / Superintendent Relationships

August 2022



The Minnesota School Boards Association, a leading advocate for public education, supports, promotes and strengthens the work of public school boards.

AGENDA

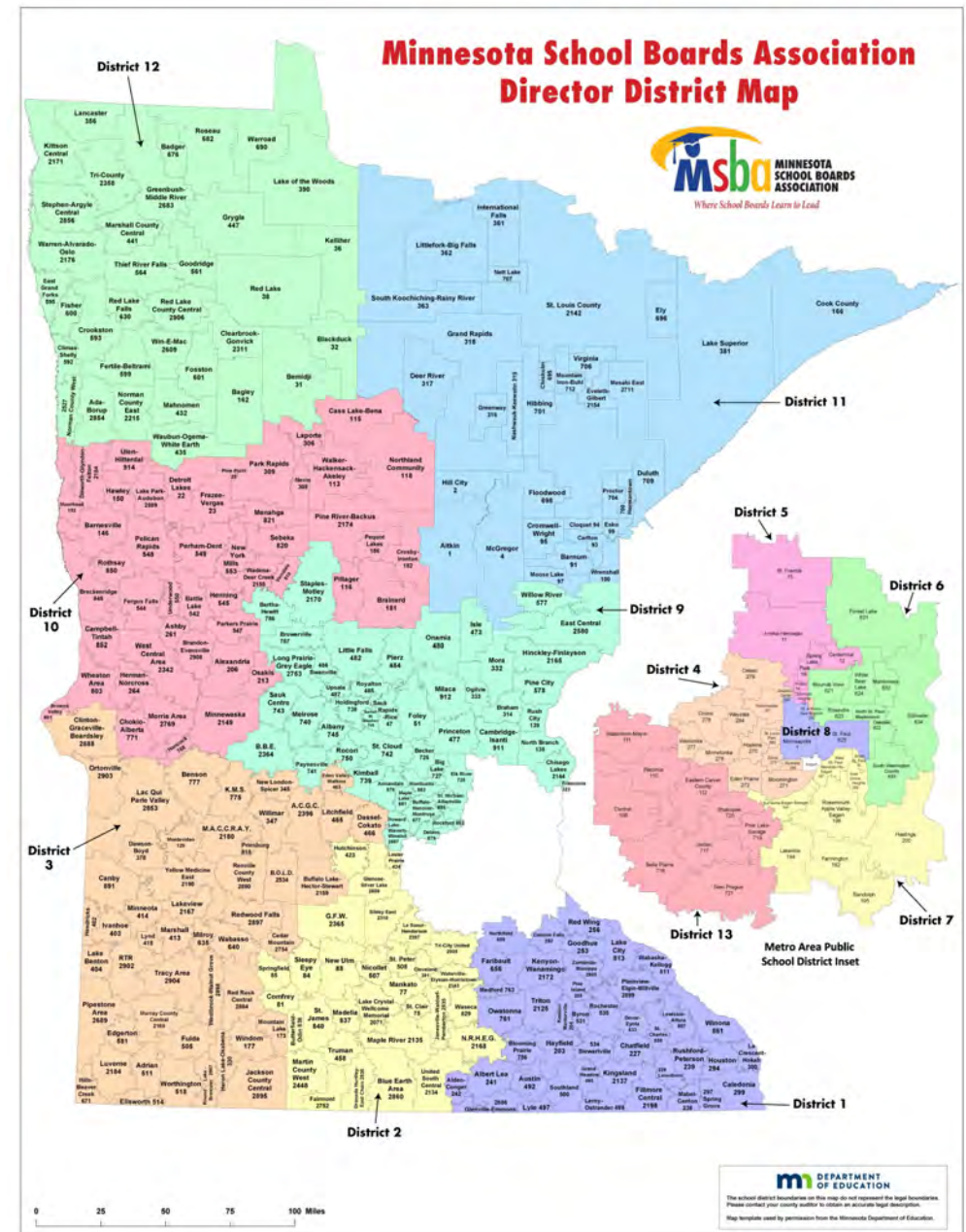
- MSBA
- Board Governance Model
- Healthy Team
- Top Five Tips
- Q & A



- 331 School Districts
- 13 Director Districts
- 2,148 School Board members

15-Member Board of Directors

- One member from each Director District, elected by membership
- President and President-Elect/
Immediate Past President





Who we are and what we do . . .

Policy Services

- #205 - Open and Closed Meetings
- #206 - Public Participation at Meetings
- #503 - Student Attendance
- #506 - Student Discipline
- #701 - Establishment of School District Budget



Terry Morrow



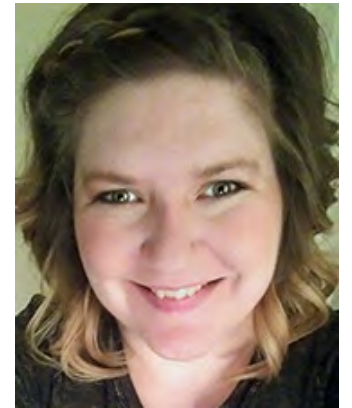
Who we are and what we do . . .

Elections/Referendum

- Election Officer Training
- Bond and Levy Results
- Important Election Dates
- School Board Member Referenda
Dos' and Don'ts



Greg Abbott



Maria Lonis



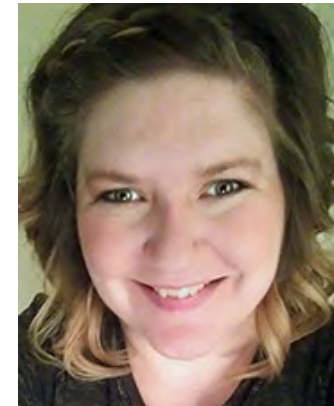
Who we are and what we do . . .

Management Services

- Collective Bargaining
 - Agreement analysis
 - Data Hub
 - Model Agreements/Contracts
 - Etc.
- Employment and Human Resources
 - Continuing Contract/Tenure
 - Insurance
 - Leaves
 - Etc.



Amy Fullenkamp-Taylor



Maria Lonis



Tiffany Gustin



Who we are and what we do . . .

- **Phases**

- Learning to Lead
- Leadership Foundations – School Finance & Management
- Building a High-Performance School Board Team
- Representing Your Community Through Policy & Engagement

- **Officers' Workshop**

- **Webinars**

- **Leadership Conference**

- **Negotiations Seminars**

- **Summer Seminar**



Katie Klanderud



Terry Morrow



Greg Abbott



Tiffany Gustin



Joel Stencil



Who we are and what we do . . .



**School Board Self-Evaluation
In-Service**



**Developing Mutual Expectations
In-Service**



**Executive Search Services &
Superintendent Evaluation and
Search Workshops**



Strategic Planning Services



Barb Dorn



Gail Gilman



Katie Klanderud



Who we are and what we do . . .

Government Relations

- Legislative platform development
 - Grass-roots development through school boards and superintendents
 - MSBA's Delegate Assembly
 - Presence at Minnesota State Capitol, U.S. Capitol, and regulatory agencies
 - Support local control on policy and funding matters
 - @mnmsba on Twitter



Denise Dittrich
Government
Relations



**Kimberley Lewis
Dunn**
Government
Relations



MSBA eClippings

Nearly 2,000 board members, superintendents and school administrators subscribe to the free MSBA eClippings, which features K-12 news from around the state. MSBA delivers the eClippings via email on weekdays to public school district officials. Did we miss a recent story about your school district?



Learning from the Past;
Leading into the Future
Superintendent Search
Advice for School Boards on
Policy Development



Newsletter

Revisions to the Model Policies have been completed. Please print and/or download these revised policies so you can update your own Policy Manuals.

Weekly Advocate

Stay current on news from the state Capitol by subscribing to The MSBA Weekly Advocate email. Each Monday during the legislative session, the MSBA Government Relations staff sends The MSBA Weekly Advocate to get members caught up with the latest legislative news and to provide a look forward to what is happening at the Capitol.

Who we are and what we do . . .



Twitter
@mnmsba
www.twitter.com/mnmsba



eClippings
www.mnmsba.org/eClippings
Sign up: Email blombard@mnmsba.org



Facebook
www.facebook.com/mnmsba



Administrative Job Openings
www.mnmsba.org/DistrictJobOpenings
Contact: smunsterman@mnmsba.org



Call us
507-934-2450
800-324-4459



Send an email
www.mnmsba.org/ContactUs
msba@mnmsba.org



Instagram
www.instagram.com/mnschoolboards



Cornerstones - Standards

SCHOOL BOARDS

CONDUCT & ETHICS

VISION

STRUCTURE

ACCOUNTABILITY

**ADVOCACY &
COMMUNICATION**

SUPERINTENDENTS

Governance Team

School District Finances

Communication and
Community Relationships

School District Operations

Human Resources

Teaching and Learning

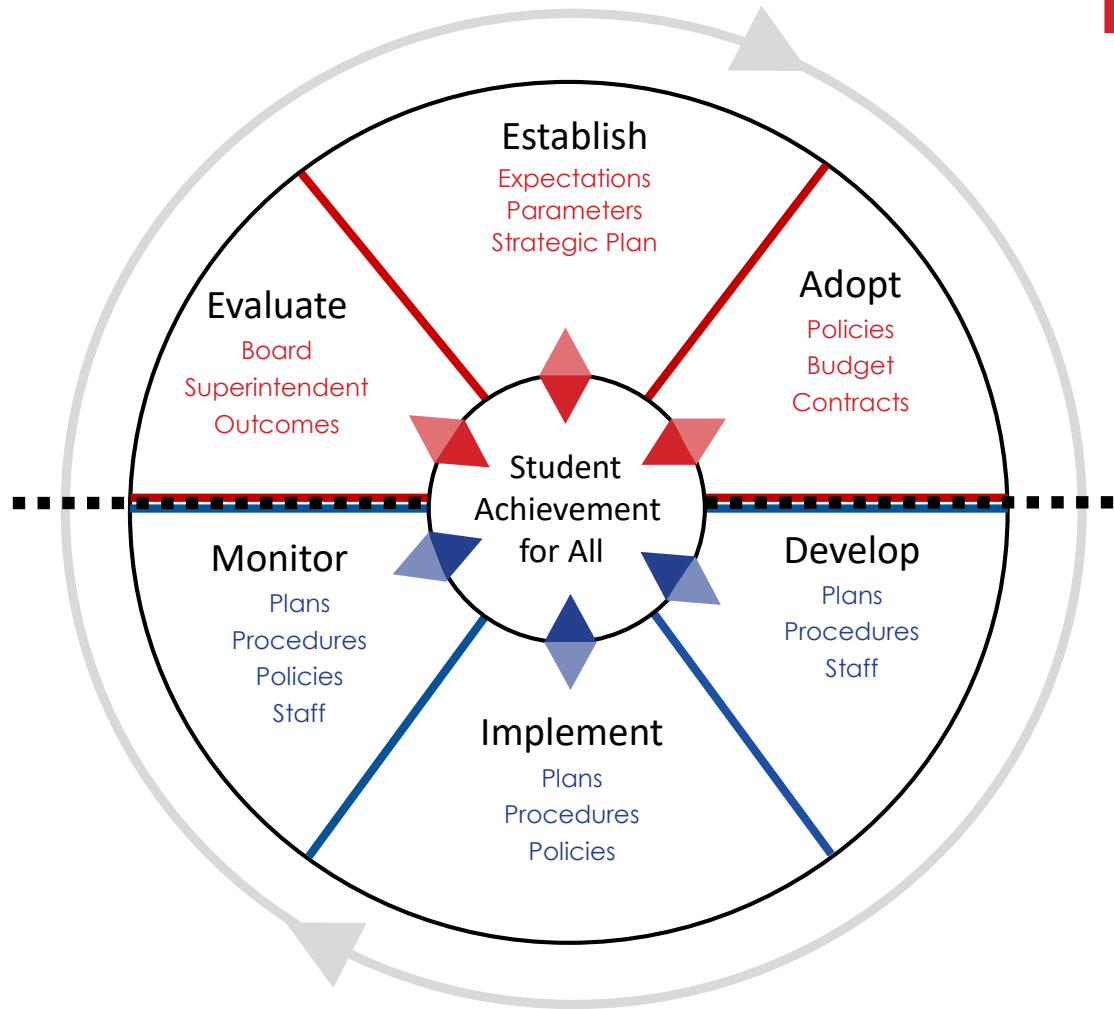
Student Support

Ethical and Inclusive
Leadership



The School Board Governs
Setting expectations and parameters

Strategic Board Governance Model



The Superintendent Manages
Providing leadership and supervision

School District Goal Alignment

**Student Achievement
for All**



School District Strategic Plan
Beliefs-Mission-Vision
District Goals
(3-5 goals over 3-5 years)

**Superintendent
Goals**
2-3/year
•Indicators
•Evaluation

**School Board
Team Goals**
2-3/year
•Indicators
•Evaluation

**Building/Site * Staff * Classroom * Student
Goals**
Evaluation/Assessment

What Creates a Healthy Team

Integration of Goals Toward a Common Plan





What Creates a Healthy Team

- Communication
 - Superintendent to the Board
 - Board Members to the Superintendent
 - Board Members to Board Members
 - Superintendent and Board to the Community / Staff / Students



What Creates a Healthy Team

- Evaluation of Results – Opportunity for Growth
 - Superintendent Evaluation
 - Board Self-evaluation
 - Strategic Plan Evaluation



What Dynamics Might Fluctuate?

- Changes in Members
 - Board Members, Superintendent, Admin Team, Staff, Community Members, Students
- Community / State / Federal Issues
- Priorities of
 - District, Board Team, Individuals
- Available Resources
 - Financial
 - Personnel



Effective School Board / Superintendent Relationships

TOP TEN TIPS

#1 – No Surprises – Either Way

- Always provide all Board Members with the same information
- Think through what will be your “lens” for “need to know right now”
- Don’t forget about “situational awareness”

#2 – Communicate Early and Often

- Utilize “one-to-one” meetings to create effective relationships and build trust
- Use a weekly update to keep the entire Board current on initiatives and upcoming issues

#3 – Go Slow to Go Fast

- Discuss major initiatives multiple times in multiple formats before the Board votes
- Use “Big Picture Thinking” – 6, 12, 18 months

#4 – Use the “Chain of Responsibility”

- Student, Teacher/Staff, Principal/Administrator, Superintendent, Board

#5 – Get to Know the Board

- Attend Board trainings with your Board, always
- Encourage the entire Board to attend MSBA conferences and seminars, especially the Leadership Conference
- Be aware of public perceptions of your relationship with individual Board Members



QUESTIONS?

Contact info:
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ataylor@mnmsba.org





Thank You!

The Minnesota School Boards Association, a leading advocate for public education, supports, promotes and strengthens the work of public school boards.

MSBA offers services to public school district members to support their school board and administrative staff as a means to increase achievement for all students.

To contact MSBA call 800-324-4459.

This presentation and corresponding materials are for general guidance. While current as of the date of presentation, the information contained in these materials may be superseded by legislative amendments, new rules and regulations, etc. If any legal questions should arise, the school district's legal counsel should be contacted.