New Superintendent Workshop, July 25, 2017

Learning from year one! Lots!

Clear expectations

- 100 Day Plan or Entry Plan: Work session or retreat, share the plan and take input.
- Review Superintendent and Board Operating Principles (1620)
- Set informal review in executive session at the end of the 100 days. Listen to feedback.
- Determine evaluation instrument and process.
- Organize monthly or quarterly goals and work the plan

Organization of time

- Plan eight weeks in advance - use the calendar
- Frame the use of time to support goals
- Domains: Community visibility, school visibility, building leadership capacity in others, instructional leadership, board relationships and communication - calendar your time.

Seek advice

- Establish 2-3 mentors or advisors who are current superintendents
- When faced with a new or difficult decision, ask the mentors.
- Connect with your ESD superintendent and the other district superintendents in the ESD

Communication

- Internal - teachers, classified employees, students…
- External - community (publications, blog, town halls….)
- The board - know what they want and deliver.
- Assure that the board has ownership of the work - meaningful involvement.

Goal: Create one boss from five

Don’t forget to seek to build relationships. We are in the people business. Acknowledge good work; listen to their stories; say hello; be sincere. Enjoy and be thankful for the opportunity.