The Current Reality
HB 2242 and SB 6362

Major Flaws

- Ambiguity---Lack of Clarity
- Timing of State Funding Increase---False Positive
- Budget Deficits Looming
- Elimination of the SAM (State Salary Schedule)
- Gross Inequities Among Districts
  - Regionalization
  - Levy Swap
- Misinformation From WEA and in the Media
- Lack of Leadership
HB 2242 and SB 6362

• Budget Challenges

• Collective Bargaining Trials and Tribulations

• Budget Challenges
Don’t Lose Sight of our Purpose

- Student Learning is the Core of our Work
- Your Leadership, Vision, and Focus is Key
- The Superintendent and CFO Must Create a Climate for Success
Why do we do this?

It’s About the Kids!
Leadership is Essential

• Set the Tone
  • Let it Go
  • Settle People Down
  • Tell the Story
  • Be Honest---Be Optimistic
  • Superintendents are the Source of Hope

• Strategic Resource Allocation
  • Balance the Budget
  • Competing Interests and Agendas
  • Develop a Plan for Budgeting
  • Clear Priorities
  • Strategic Plan
Leadership is Essential

• Communication
  • Tell the Story
  • Be Transparent
  • 4-Year Budget Projection
  • Does Your District Support a Competitive Salary for Teachers?
  • Highlight Stewardship Efforts and Accomplishments
  • Lather, Rinse, Repeat

• Legislative Advocacy
  • Do not Accept “McCleary Fatigue”
  • Reach Out to Your Legislators
  • Mobilize Staff, Students, Parents, Community
Initiate the Work Now

• Budget Adjustments
  • Start Laying the Groundwork Now
  • Tell the Story
  • Be Transparent
  • Know Your Numbers!
  • Communication is an Antidote for Amnesia

• The Next Bargain
  • Start Laying the Groundwork Now*
  • Build or Rebuild Relationships
  • Get the Budget in Front of Staff and Union Leadership
The Superintendent-CFO Team
Trust is Key

Character and Competence

- Character includes your integrity, motive, and intent with people.
- Competence includes your capabilities, skills, results, and track record.
- Both dimensions are vital.
Know Yourself

• Core Values
  • Who are you?
  • Do others know you?
  • Do you walk your talk?

• Take Care of Yourself
Why do we do this?

It's About the Kids!
The Superintendancy...

• It is the most unique job in the system

• It is the best job in the system

• It is the most rewarding job in the system

• It is the best job you’ll ever have!
Why do we do this?

It’s About the Kids!
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