

Strategic Leadership

A Team Approach

- Analysis
- Planning
- Progress

Wallingford Public School District
Dr. Salvatore Menzo – Superintendent
Roxane McKay – Board of Education Chair

Analysis

- What data do you use in your district to make decisions?
- Other than data, what else do you use when making district decisions?
 - Turn and Talk

Analysis

- Enrollment/Demographic
- Assessment
- Historical Trends
- Grand List / Tax Structure
- Graduation Rate
- Review of NEXT Practices

Planning

- What does planning look like in your district?
- Who is involved?
- What is the frequency?
- What is the purpose?
 - Turn and Talk

Planning

- Strategic Planning
 - Clear and Meaningful
 - Included ALL Constituents
 - Living Process and Document
 - Informed Decision-Making
 - Understood and Supported

Progress

- What types of progress do you measure?
- How do you measure progress in your district?
- How is “progress” communicated?
 - Turn and Talk

Progress

- Shared Responsibility
- On-going
- Celebrations
- Community-Based
- Multiple Methods of Communicating



**What does Strategic
Leadership require?**

What does Strategic Leadership require?

- Superintendent as Instructional Leader for School District and Board of Education
- Strategic Mindset for ALL
- Achieving, Measuring, and Celebrating Success

What does Strategic Leadership require?

- Superintendent as Instructional Leader for School District and Board of Education
 - Provide latest research
 - Develop dialogue around initiatives
 - Provide Weekly Updates, Newsletters, Presentations

What does Strategic Leadership require?

- BOE Chair as Community Leader for School District and Board of Education
 - Shared district vision with Superintendent
 - Recognize strengths and interests of Board members and capitalize on them
 - Foster collaboration and open dialogue amongst Board members
 - Weekly updates to Board members

What does Strategic Leadership require?

- Strategic Mindset/Plan Needs to be . . .
 - Clear and Meaningful
 - Living Document
 - Understood and Supported
 - Develop with Constituent Input
 - Review Three Times a Year
 - Document and Archived Reviews
 - Incorporate in All Decision-Making
 - Share with Entire Community
 - Connect to Budget

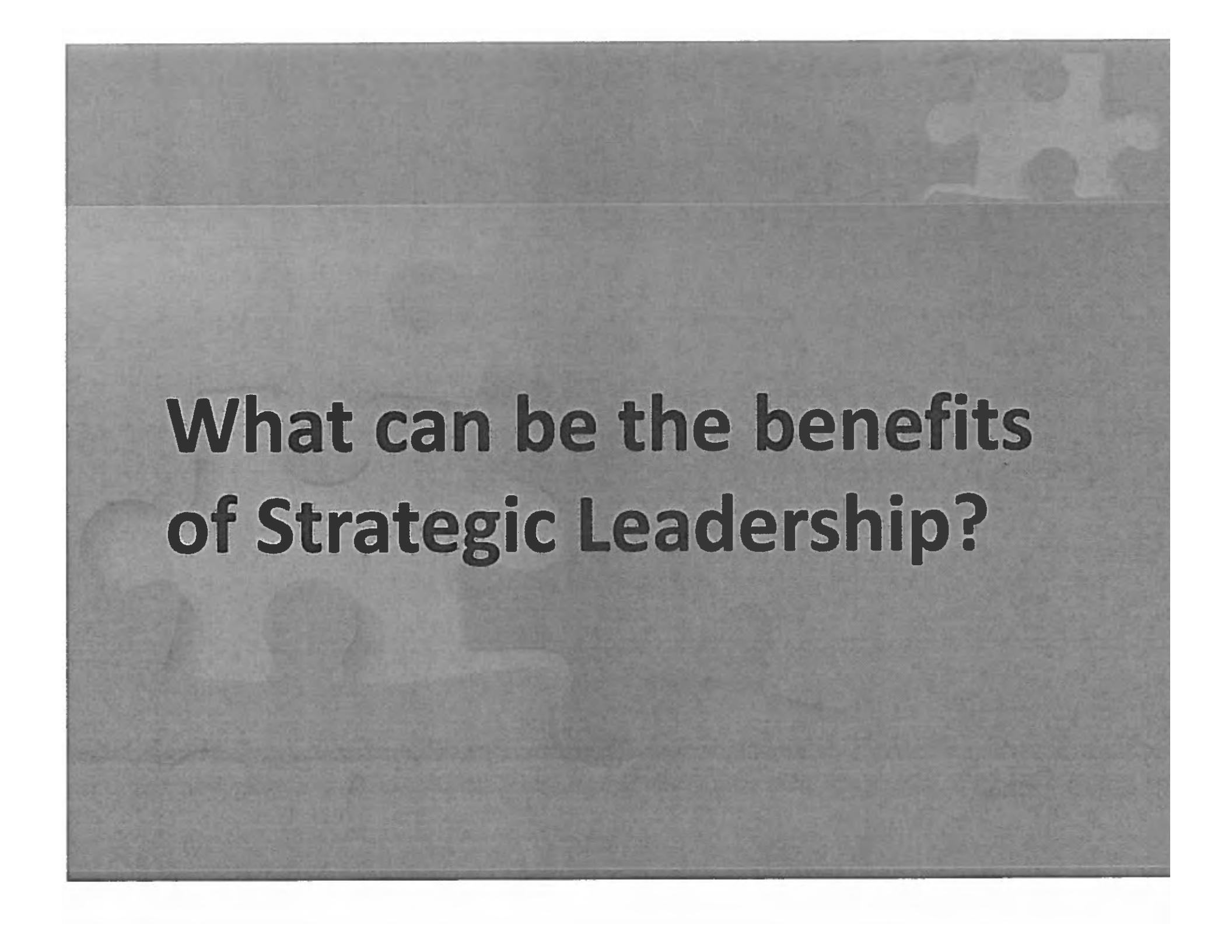
Object Code	School	Strategic Planning Budget	Sub-Committee: Curriculum and Instruction					
		Description	Goal #2: Students will be excellent communicators.					
			Estimated Cost					
			2013-14 Requested	2013-14 Allocated	2014 - 15	2015-16	2016-17	
		1. Training in Writing Approaches						
300	Elementary	Develop Approaches/ Best Practices in Writing	16,000		8,000	16,000	16,000	
300	Middle School	Develop Approaches/ Best Practices in Writing	16,000		8,000	16,000	16,000	
300	High School	Develop Approaches/ Best Practices in Writing	16,000		8,000	16,000	16,000	
600	Elementary	Technology Software				4,000	4,000	
600	MS / HS	Technology Software				12,000	12,000	
		2. Develop Elem World Language Program						
300	Elementary	Curric/Assess Design K-2			4,200	4,200	4,200	
600	Elementary	Instructional Materials K-2			45,000	10,000	10,000	
		3. Fine and Unified Arts						
300	Elementary	Art & Music Curric Revsion (Release Time-subs)	2,400		2,400	2,400	2,400	
600	Elementary	Art & Music Curric Development Materials	500		500	500	500	
300	Middle School	Art & Music Curric Revsion (Release Time-subs)	2,400		2,400	2,400	2,400	
600	Middle School	Art & Music Curric Development Materials	500		500	500	500	
300	High School	Art & Music Curric/Revsion (Release Time-subs)	2,400		2,400	2,400	2,400	
600	High School	Art & Music Curric Development Materials	500		500	500	500	
600	High School	Musical Instruments & Stands (replacement)				25,193	22,320	
		TOTAL	56,700		81,900	112,093	109,220	
DEFERRED ITEMS								
M=Mandate S=Safety/Security								

What does Strategic Leadership require?

- Achieving, Measuring, and Celebrating Success
 - Provide Annual Report to Town
 - Review of Successes at Budget Time
 - Host Pot Luck Supper
 - Recognize Achievements at Board of Education Meetings

What does Strategic Leadership require?

- What elements of Strategic Leadership does your district possess?
- Where do you see areas for growth?
 - Turn and Talk



**What can be the benefits
of Strategic Leadership?**

Growth in Partnerships from Applying Strategic Leadership Principles

The 7 Cs of Partnerships

- Context
- Communication
- Collaboration
- Capacity
- Capital
- Consensus
- Celebration

Context

- Purpose
 - Be explicit in what you need
- Relevance
 - Try to connect to the partner you are seeking
- Relationships
 - Follow-up – become a “friend”

Communication

- Diverse audiences
 - Know your audience
- Varied approaches
 - Find the approach that best serves the audience addressing
- Multiple formats
 - Print, electric, in person, video, etc.
- Consistent
 - Multiple formats but not multiple messages

Collaboration

- Common understanding
 - Provide education
- Appreciation/Respect/Expertise
 - Use their talents
 - Make them the experts
- Trust
 - Be accountable
 - Be transparent

Capacity

- Identify
 - Strengths – key attributes
- Develop
 - Include in professional development
- Share
 - Continue communication on opportunities
- Highlight
 - Celebrate and recognize

Capital

- Human
 - Intellectual and physical
- Political
 - Board and Commissions
- Financial
 - Not just checks!
- Emotional
 - Most powerful of all – shared vision and mission

Consensus

- Knowledge
 - Educate, educate, educate
- Support
 - Provide and receive
- Sustainability
 - Plan, follow-up

Celebrate

- Successes
 - Include in all successes
- Challenges
 - Do not hide from opportunities for growth
- Opportunities
 - Identify clearly and set a plan
- Thank You
 - 7 times is the charm!

The background of the slide is a dark gray with a faint, repeating pattern of interlocking puzzle pieces. The text is centered and reads:

**How do you plan for
Strategic Leadership?**

Planning for Strategic Leadership

- Connect to Big Picture – Strategic Plan
- Set Measurable Goals and Objectives
- Target Partners
- Record and Share Progress

Planning for Strategic Leadership

- Give Back
- Connect Partners
- Thank Partners
- Use Their Influence

Planning for Strategic Leadership

WEEK	WHAT?*	WHY?	WHO?	WHEN?	RECIPROCITY?	CELEBRATE?
1						
2						
3						
4						
5						

***Cross reference to Strategic Plan or District Goals.**

Planning for Strategic Leadership

- Transparency
- Reciprocal Vision
- Message, Message, Message
- Follow-up, Follow-up, Follow-up
- Recognize, Recognize, Recognize