The Board's Role in Supporting Highly Effective Staff

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Learning targets

- **Discuss** elements of effective school boards

- **Identify** characteristics of effective educational staff members

- **Discuss** being strategic thinkers and planners

- **Explain** the key recommendations for sustaining highly effective staff

- **Discuss** the challenges and **determine** next steps for continuous improvement planning

Activity

Think-Pair-Share

Staff Member Characteristics

- What would you consider as an **essential characteristic** of an effective staff member within your district?
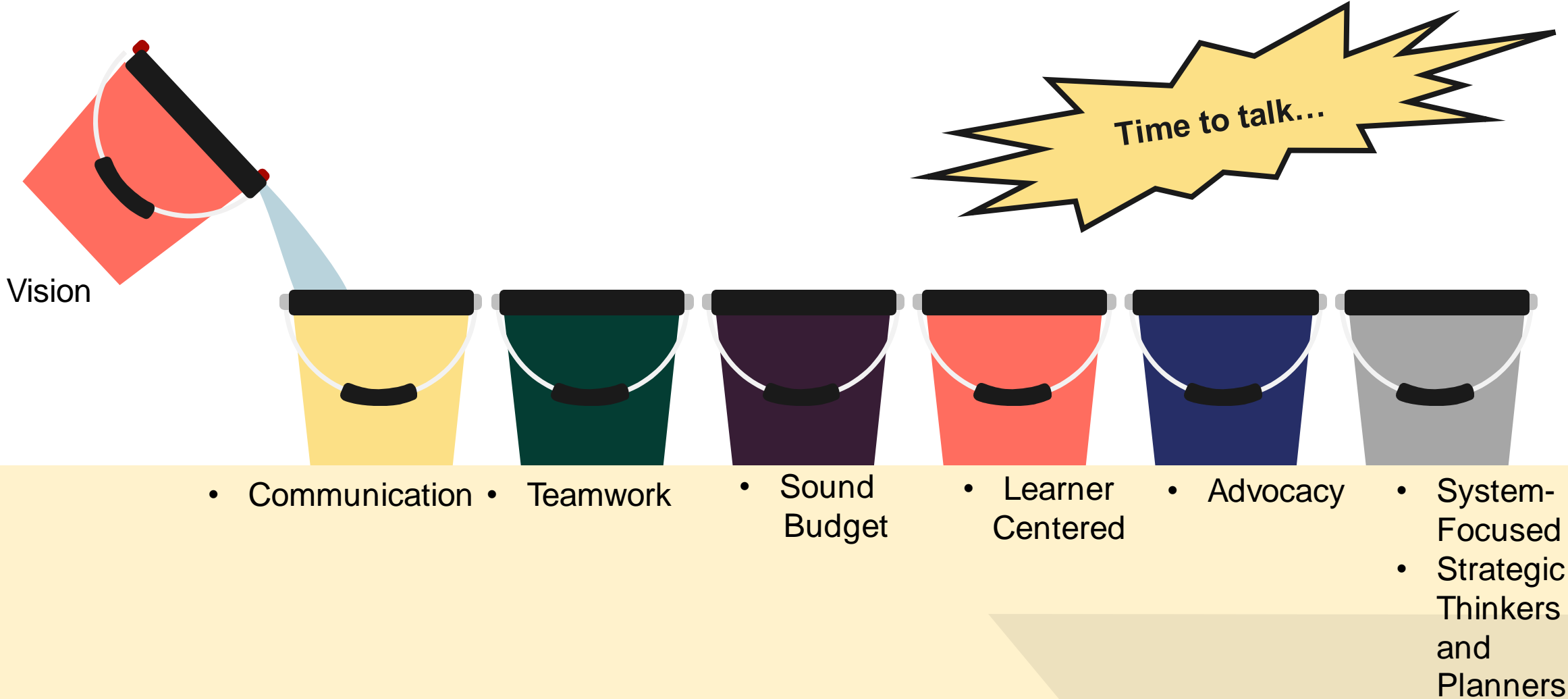
  Think about the position and characteristic…

- How do these staff members **impact** the success of **students**?

Elements of an Effective School Board

Bucket List for Effective Governing Boards...

Time to talk...

Vision

- Communication
- Teamwork
- Sound Budget
- Learner Centered
- Advocacy
- System-Focused
- Strategic Thinkers and Planners

Determining Board Norms...

Importance of your Vision/Mission...

Sample Norms

Board agenda is developed to ensure meeting's efficiency

President's role to facilitate meeting and monitor discussion.

Board members come prepared

Dignified, courteous, respectful atmosphere

No side conversations or interruptions

Board speaking in one **VOICE**

Sustaining a Highly Effective Staff

Who is our staff?

Generation Gap and Key Characteristics

	Traditionalists	Boomers	Gen X	Millennials (Y)	Gen Z
Born	1925-1945	1946-1964	1965-1980	1981-1995	1996-2009
Age today	77+	58-76	42-57	27-41	13-26
Parenting and Childhood	Strong nuclear families, parenting was associated with discipline.	Most Moms are home. Do it because I said so. Larger classrooms; more competition. Freedom, optimism	Divorce rates increase- single parent homes. Latchkey kids. Self-sufficient, first milk carton kids	Parents more involved- helicopter parents- safety. Amber alert. Participation Trophies. Video games and systems.	Parenting style encouraged realistic expectations. Constantly exposed to media. Almost everything has a digital equivalent.
Leadership	Command and control style influenced by strong military associations	Accept poor management and positional leadership. Competitive and value face time.	Prefer leadership styles that are comparatively more autocratic, directive, task-oriented, and transactional	Prefer leadership styles that are democratic, participative, relationship-oriented, and transformational.	View the internet as the authority. Prefer coaching style leadership. Expect positive feedback. Enjoy being on location.
Early Communication	Letter/memo. Rotary phones-phone calls are important, prefer one on one	Telephone/email Used touch tone phones-call anytime. Just fax it to me. Enjoy face-to-face.	Email/Text Used cell phone early. Caller ID/Voice Recorders. Call me only at work. (work/life balance)	Text/social media/Smart Phones (iPhone)/apps. More comfortable with digital communication.	Smartphones/ Apps/Snapchat/ Video/use images and symbols. Prefer face-to-face.
Work Expectations	Good Supportive Manager, Job Satisfaction, Rapport with Colleagues, Caring environment, Job Fulfillment	Job satisfaction, Results-Oriented, Supportive Team, Good Rapport with Colleagues, Self-actualization	Job Satisfaction, Work/Life Balance, Flexibility, Independence, Feedback, and Appreciation, Supportive Manager	Technology, Diversity, Growth Opportunities, Career Development, Connection to Purpose, Active Involvement	Technology, Diversity, Flexible Hours, Independence, Social Responsibility, Authenticity, Acceptance
Meeting Preferences	Enjoy Face to Face, Appreciate Traditions, Like Order	Happy with face-to-face meetings, Love seeing people, shaking hands, Collaboration	Practical, Organized meetings, Value Productivity, Opportunities for Career Growth	Spontaneous, Enjoy Group Discussions, Interactive Activities, On-the-go meals	Optics (social media options) are important, don't care for paper, Shorter Attention Span
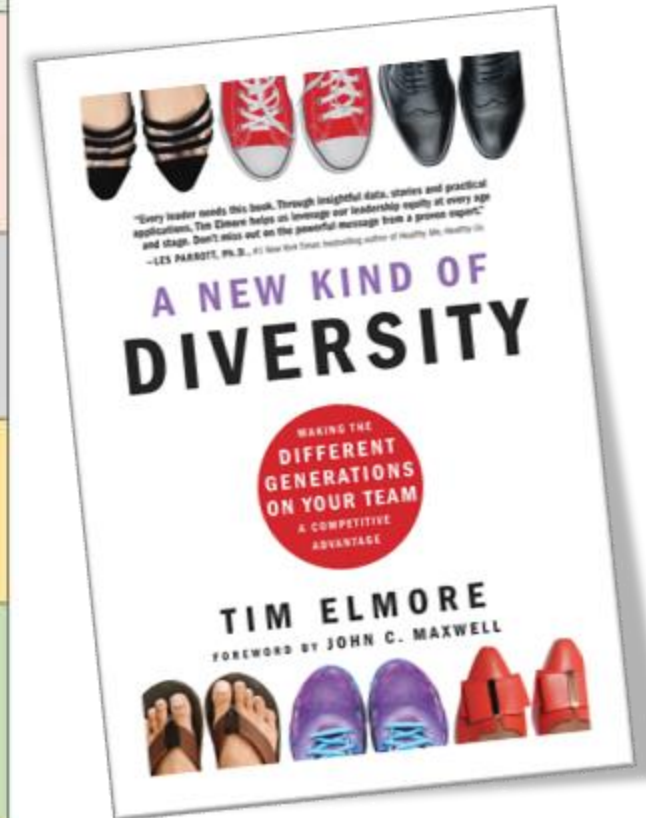
- Mind the GAP
- Manage the GAP
- Bridge the GAP

Millennials and Generation Z

# Characteristics of Effective *Educational* Staff Member

Effective Characteristics

- Strong Communication
- Knowledgeable
- Listening Skills
- Collaboration
- Adaptability
- Empathy
- Patience
- Positive

- Creative
- Fair
- Engaging
- Ethical/Professional
- Has High Expectations
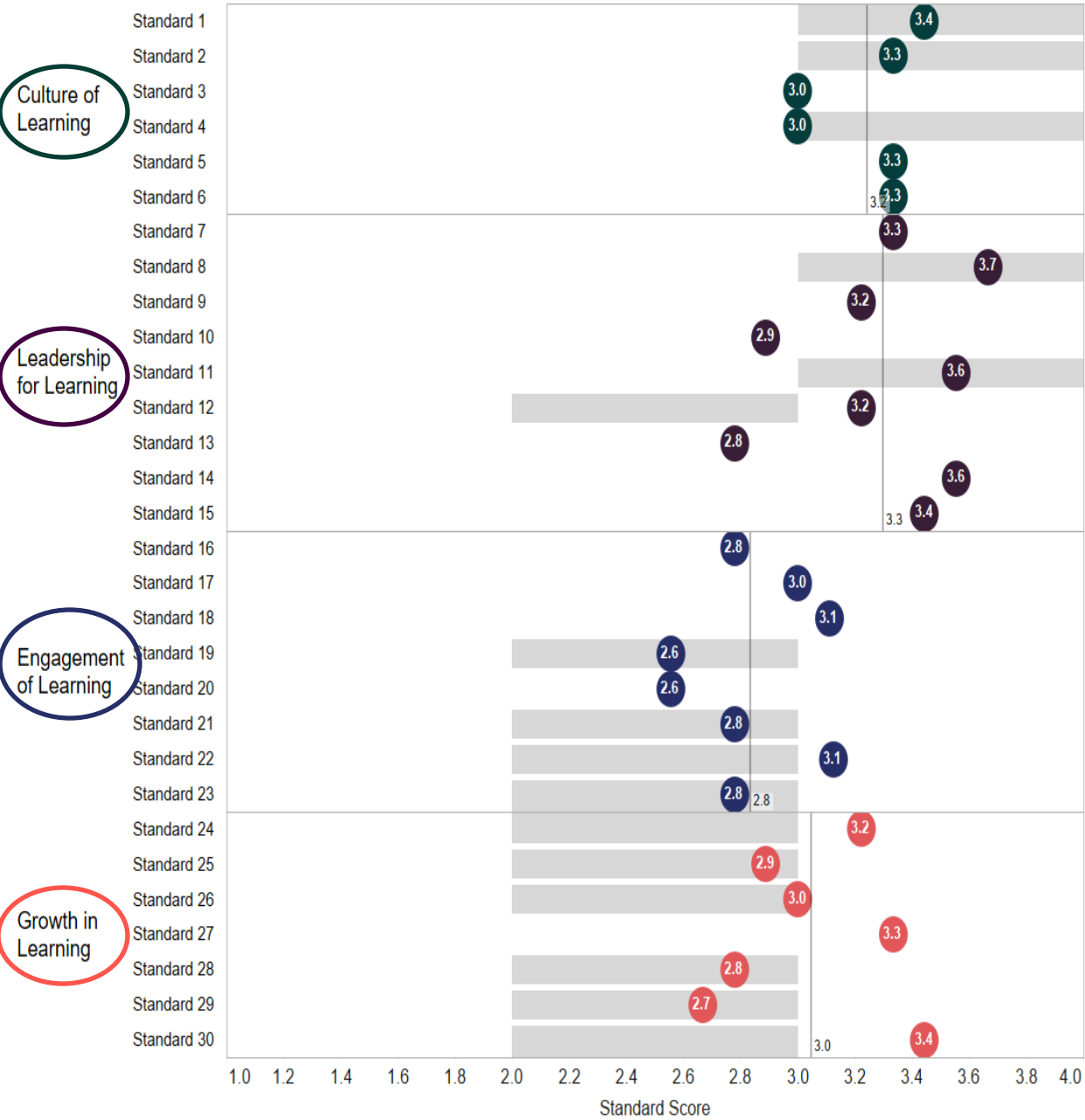- Values learning
- Shares Best Practices
- Knows their students…

Distribution of Updated Cognia Standards (Early Reviews), FY2023
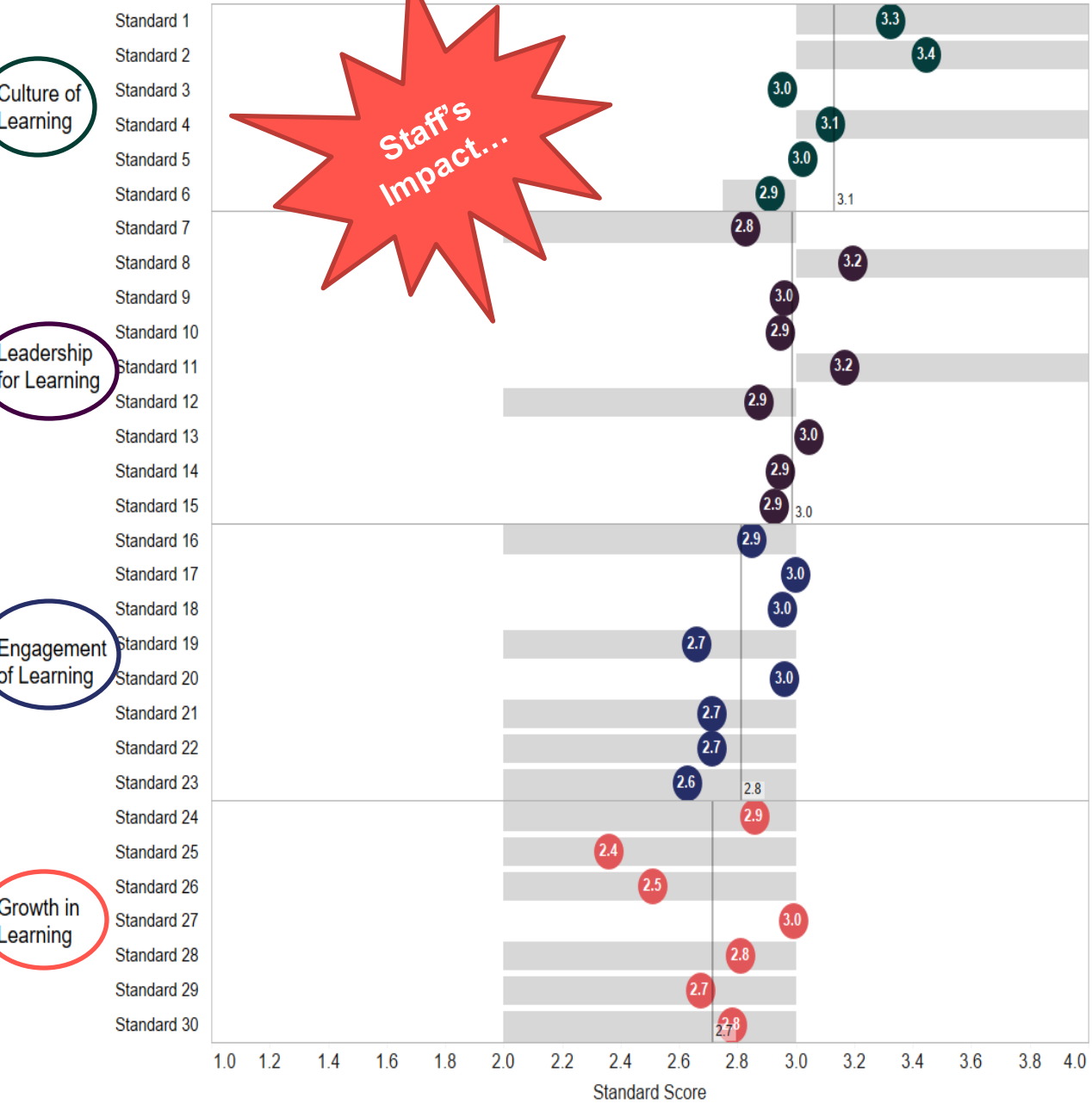
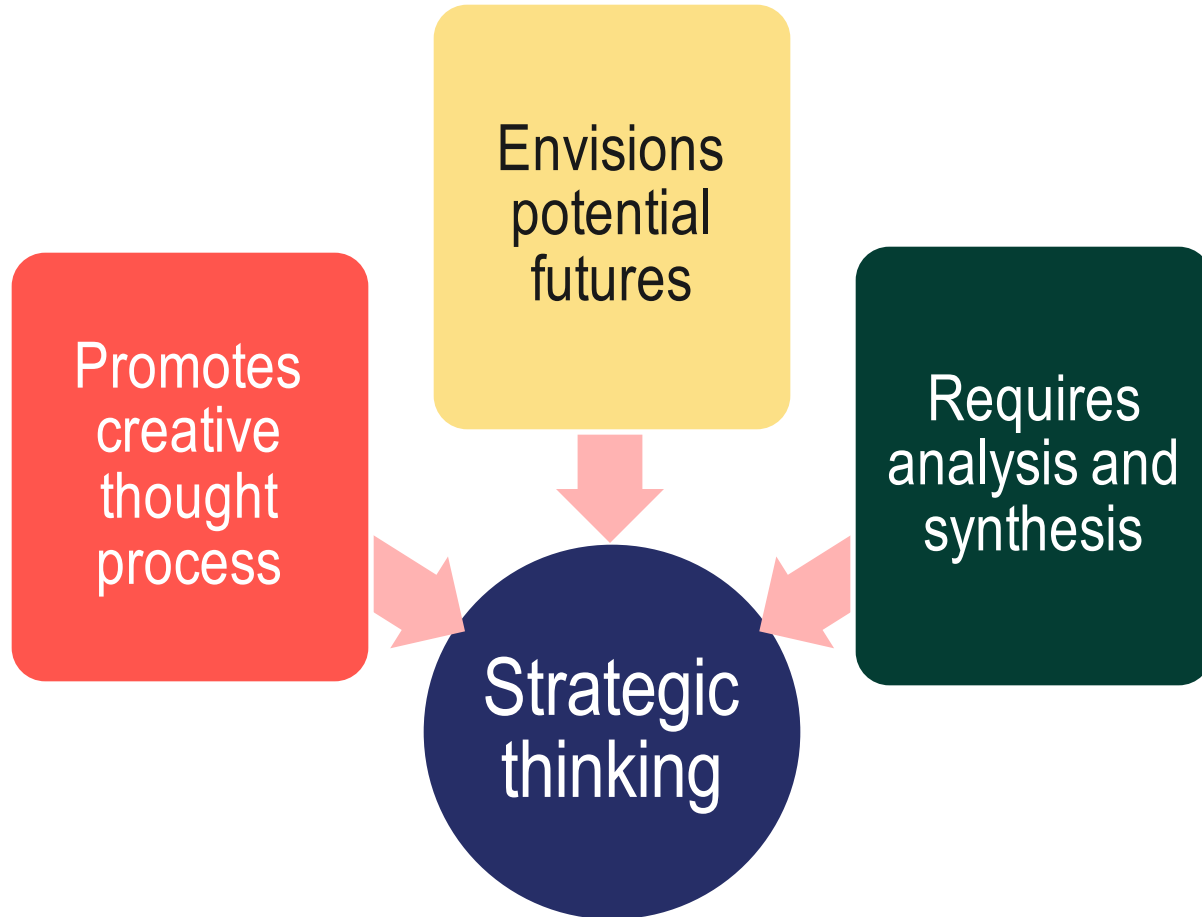Distribution of Updated Cognia Standards (Early Reviews) for Alabama, FY2023

"If we hire great teachers, but do not create environments to retain them, we will continue to fight a losing battle."

Being Strategic "Thinkers" and "Planners"

Strategic Thinking and Planning

Promotes creative thought process

Envisions potential futures

Requires analysis and synthesis

Strategic thinking

Strategic Thinking is used to strategically plan

Strategic Planning helps to see the big picture and the operational implications

Key vehicles to drive student and staff success after COVID...

Our Vision

To impact and inspire education providers to advance and enable pathways for success for all learners

Our Mission

To serve as a trusted partner in advancing learning

Your Strategic Plan is KEY.

How many of you have revisited your strategic plan since COVID?

Does the plan include priorities regarding supporting and retaining highly effective staff?

Did key staff members have a voice in the development of the plan?

What data and other resources were used to develop the plan?

Key Recommendations for Sustaining Highly Effective Staff

Creating a Culture of Support for Teachers is Vital to Student Success

Research article

Creating a Culture of Support for Teachers Is Vital to Student Success

Alabama Employees' Top 5 Recommendations

1 Creating positive culture/ relationships

2 Celebrating/ acknowledging (luncheons, awards ceremonies, snack bags, etc.)
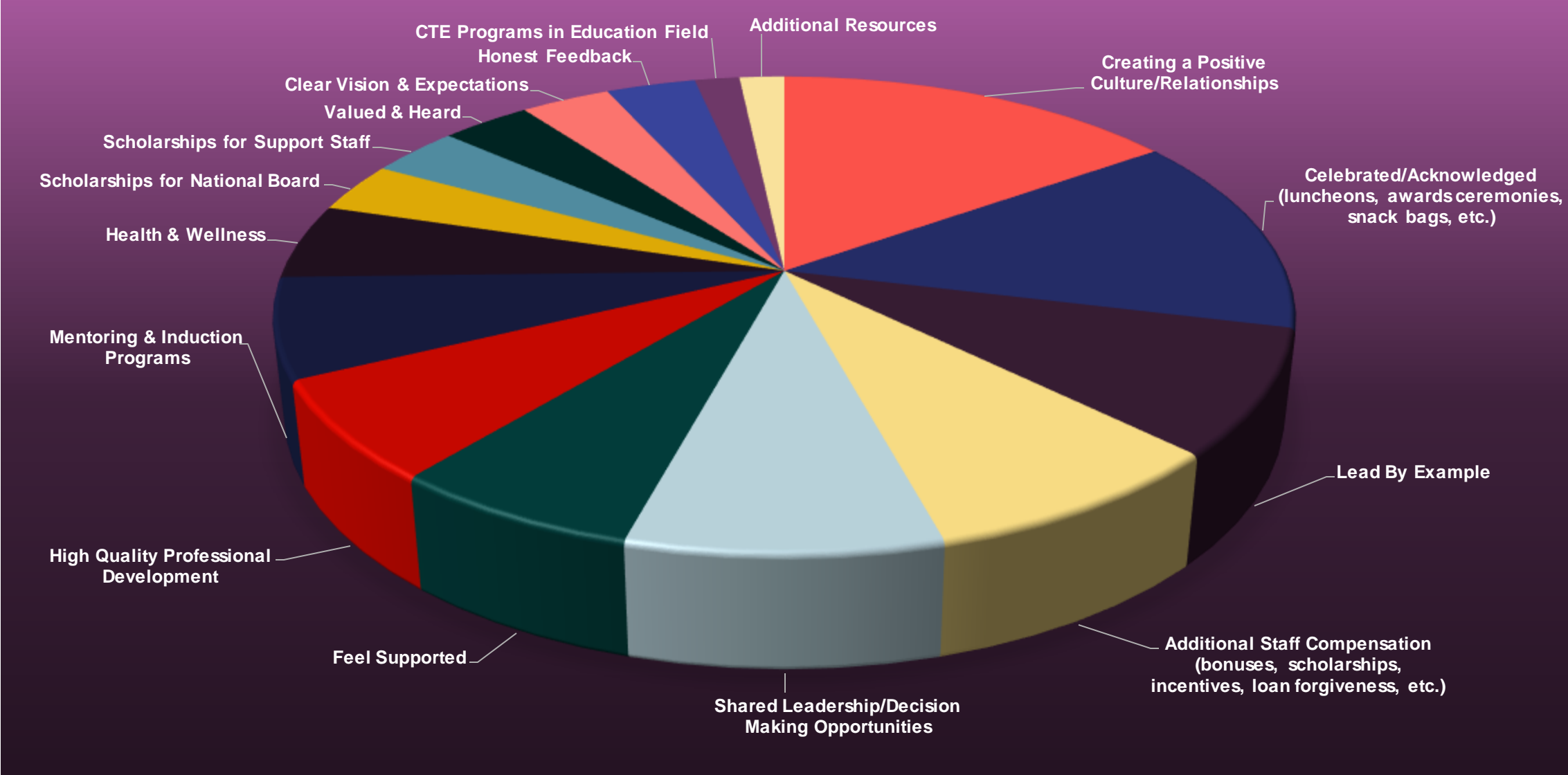
3 Leading by example

4 Providing incentives (bonuses, scholarships, loan forgiveness, etc.)

5 Providing shared Leadership/ Decision-making opportunities

How did Alabama employees respond overall...

Gov. Kay Ivey in 2020 created the Alabama STEM Council to expand STEM education opportunities in the state.

Activity

Pause for 30 seconds

⏰

What made your day?

To truly see the power of encouragement and the power of our simple words, I want you to think of something somebody said to you lately that made your day or even if it has been a while. When did somebody say something to you that boosted you and made your day? This is for you only. You do not have to share this with your neighbor!!!

Don't forget to acknowledge Support Staff!

LETTUCE CELERY-BRATE OUR CAFETERIA WORKERS!

We wheelie appreciate our school bus drivers!

SCHOOL BUS
Thank you!

cognia

My Franklin County Friend...

Remember, it is the little things that make a <u>BIG</u> difference…

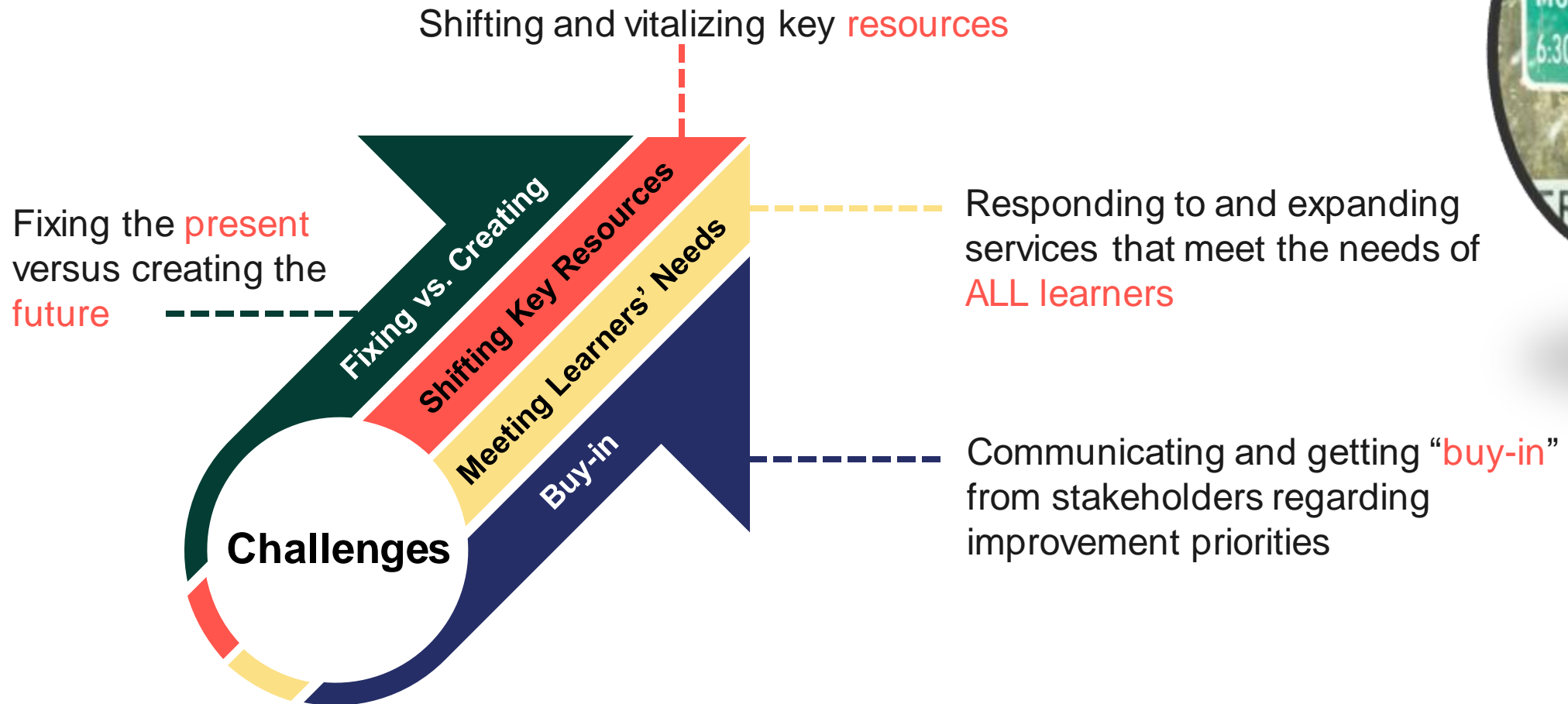# Challenges and Continuous Improvement

Achieving, sustaining, and embedding change in a generation

Challenges of Continuous Improvement

Shifting and vitalizing key resources

Fixing the present versus creating the future

Responding to and expanding services that meet the needs of ALL learners

Communicating and getting "buy-in" from stakeholders regarding improvement priorities

Fixing vs. Creating

Shifting Key Resources

Meeting Learners' Needs

Buy-in

Challenges

The Brookings Institution estimates that, on average, students will have suffered a 30 to 40 percent learning loss due to the disruption in face-to-face learning caused by COVID-19.

Achievement Gap

I have a question for you….

Education scorecard shows how Alabama districts held up during pandemic

Alabama performed well compared to 28 other states, losing about one month in math and staying steady in reading.

ALABAMA ASSOCIATION OF SCHOOL BOARDS

A 40 percent learning loss for the most vulnerable students coupled with meager achievement in a normal school year will turn the achievement gap into a chasm.

COVID-19 IMPACT

What about your staff?

The challenges *of* today *are* opportunities *for* tomorrow.

A. L. Harrison

Questions?

Learn more at Cognia.org

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