

Clay County Schools



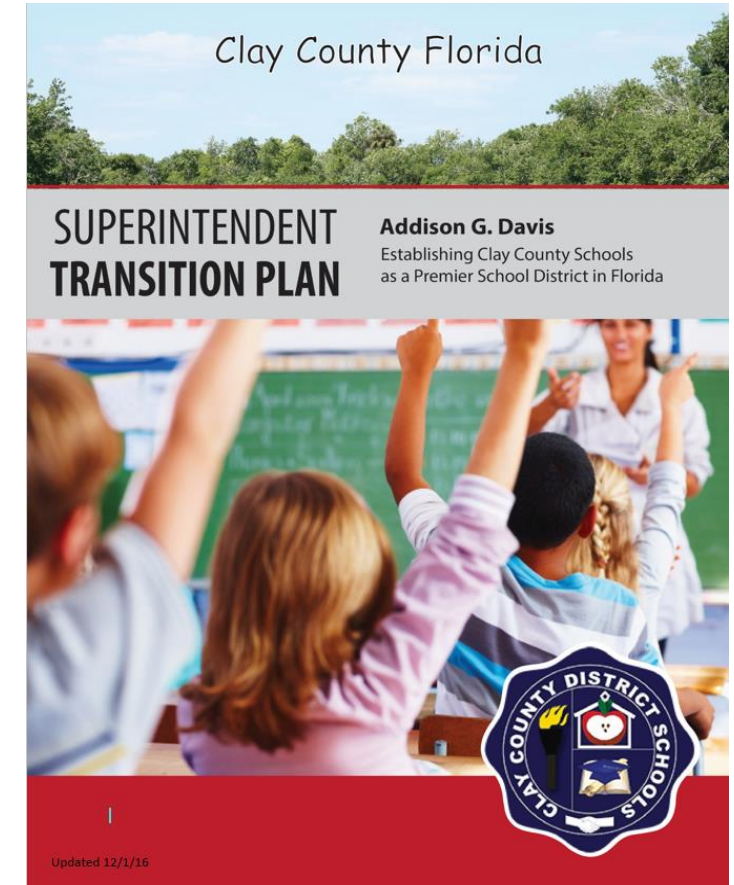
Building Positive & Efficient Relationships



Elevate Clay Objectives



- 1. Enhance the School Board and Superintendent relationship.**
2. Improve the instructional framework, processes, and structures that enrich student achievement.
3. Establish a positive climate and culture throughout the organization.
4. Create a performance management system.
5. Strengthen community, public, and teacher relationships.
6. Ensure effective management of the organization, operations and facilities to maximize the use of resources and promote a safe, efficient and effective learning environment for Clay County students.



Elevate Clay Expected Outcomes

- Build an efficient and effective system for communicating with the School Board.
- *Repair an often adversarial relationship between School Board Members and Superintendent.*
- *Model a professional conversation that is centered around students, adults and systems of the organization.*



Board and Superintendent Relationships



To develop a productive partnership, the board and superintendent must draw on, and respect, the backgrounds and abilities of everyone involved.

Objective

To understand how the board-superintendent leadership roles are interconnected as well as the process for decision making and evaluation.

Areas of Focus for Effectively Communicating with the School Board

- Hold myself Accountable for Communicating & Engaging the School Board
- Recognize Communication as an Essential Pathway to Management Function
- Speak on Behalf of Students, Teachers, Leaders, and Constituents
- Create a Culture of Two-Way Communication for Effective Dialogue
- Demonstrate Transparency, Open & Focused Dialogue Centered on the Work
- *Engage* Frequent and Diplomatic Communication In & Out of the Office Setting



Superintendent's Communication System with School Board

Timeline	Activity	Form of Communication
1 st Thursday of Month	Monthly School Board Meeting	Face-to-Face (Streamed Live)
12-14 Days Prior to the Agenda Review	School Board Agenda Released to Board	Electronic Review
10-11 Days Prior to Board Meeting	School Board Agenda Review	Face-to Face (Streamed Live)
10-11 Days Prior to Board Meeting	Window for SB to Ask Questions	Face-to Face/Over the Phone
7 Days Prior to Board Meeting	School Board Agenda Published	Electronic Review
4-6 Days Prior to the Board Meeting	Superintendent Sends Agenda Follow-up	Electronic Via Email



Superintendent's Communication System with School Board

Activity	Timeline	Form of Communication
Incident at a School	Immediately	Electronic or Phone Call
Pressing Concern in Community or State	Immediately	Electronic or Phone Call
SB Response/Constituent Response	24-48 Hours	Email
Submit Relevant Information About District	24-72 Hours	Email



In many ways, effective communication begins with mutual respect, communication that inspires, encourages others to do their best.