



# PROPOSAL

## for Team of Six Training Series

NOTE: This complete proposal is open for discussion, covering various aspects such as topics to be addressed, potential venues, facilitators, and more. The highlighted text in red represents fresh insights incorporated into the proposal based on input and suggestions from individual board members. Once deliberations have taken place and we have reached a consensus on the specific details, a finalized plan will be adopted by board vote.

### **Objective:**

The Team Building and Effective Governance Training Series aims to enhance the leadership skills, collaboration, and decision-making capabilities of the Superintendent and five School Board Members. By integrating teambuilding, understanding of roles, and setting expectations, the series seeks to build trust, improve communication, and develop a highly effective governance team. Through this comprehensive program, the Superintendent and School Board Members will foster open dialogue, enhance collaboration, and empower each other to work cohesively towards achieving the district's five strategic priorities outlined in the New Way Forward strategic plan.

### **Key Components:**

#### 1. Strategic Priorities Integration:

Throughout the training series, the five strategic priorities outlined in the district's strategic plan will serve as the guiding framework. Each session will be linked to specific priorities, ensuring that the discussions and activities are directly relevant to the district's vision and mission. By integrating the strategic priorities into the training, the governance team will be equipped to make decisions that align with the district's long-term objectives.

#### 2. Leadership Enhancement Workshops:

The training series will include targeted learning activities designed to enhance the leadership skills of School Board Members and the Superintendent. These learning activities will cover topics such as strategic thinking, decision-making, problem-solving, and effective communication. Participants will develop the knowledge and tools necessary to lead the district effectively and drive positive change.

3. Teambuilding and Trust-Building Activities:

To foster trust and collaboration within the governance team, teambuilding exercises and trust-building activities will be incorporated into the training. These activities will create a cohesive and supportive team environment, where individuals can openly express their perspectives and work together towards common goals.

4. Communication Skills Development:

Improving communication will be a key focus of the training series. Participants will engage in communication learning activities that emphasize active listening, effective feedback, and constructive dialogue. Enhanced communication skills will lead to better understanding, reduced conflicts, and more efficient decision-making processes.

5. Understanding Roles and Responsibilities:

A crucial component of the training will be clarifying and understanding the roles and responsibilities of the Superintendent and Board of Education. Participants will gain a clear understanding of their individual contributions and how they fit into the overall governance structure, **including the use of the Board's Governance Manual. Discussions and activities will clarify the expectation by which board members prepare themselves for effective board meetings- asking questions, doing prior research, etc.** This clarity will promote better coordination and more effective governance practices.

6. Stakeholder Engagement:

The training series will focus on mastering effective stakeholder interactions, equipping participants with the knowledge of when and how to engage with community members, families, staff, and other stakeholders appropriately. Through comprehensive learning activities, participants will learn best practices for communication via email, in-person, and other communication channels, ensuring that their interactions are both impactful and constructive. Participants will also learn to recognize potential risks associated with certain interactions and develop strategies to address concerns or refer stakeholders to appropriate channels when necessary.

7. Setting Expectations and Goal Alignment:

The training series will emphasize the importance of setting clear expectations for each other as team members, **board officers, and regular, ongoing self-evaluation for the governance team.** Participants will collaboratively define goals and establish performance indicators aligned with the district's strategic priorities, **including the superintendent's evaluation tool. Discussions and agreements will be made to meticulously adhere to the guidelines and principles outlined in the governance manual, ensuring that it serves as a comprehensive reference and framework for both in and out of the board room.** This shared vision and goal alignment will create a strong foundation for effective decision-making and successful implementation of strategic initiatives.

**Conclusion:**

By incorporating these key components into the Team Building and Effective Governance Training Series, the Superintendent and School Board Members will strengthen their leadership capabilities, build a cohesive and highly effective governance team, and work collaboratively towards achieving the district's strategic priorities. Through enhanced trust, improved communication, and a shared commitment to success, the governance team will be empowered to lead the school district to new levels of excellence and positively impact students, staff, and the wider community.

**Proposed Schedule:**

The training series will consist of five (5) sessions, as follows:

**This training series will consist of at least two (2) sessions...**

Implementation Timeline			
DATE	EVENT	AUDIENCE	NOTES:
<p><b>Session 1:</b> September 8 -9, 2023</p>	<p>DAY ONE:  <u>Location:</u> Louisville (or an alternate out-of-town location, <b>possibly Shaker Village of Pleasant Hill or National Bridge State Park</b>)  <u>Facilitator:</u> <del>Kent Dean</del> TBD  <u>Agenda:</u>                      - Afternoon Session: <del>True Colors</del>-TBD                      - Evening: Team Dinner and Informal Discussion</p> <p>DAY TWO:  <u>Location:</u> Louisville (or an alternate out-of-town location)  <u>Facilitator:</u> <a href="#">Dr. Joshua P. Starr</a> with <a href="#">The Center for Model Schools</a>  <u>Agenda:</u>                      - Morning and afternoon Session: Priority 1 – Student Achievement</p>	<p>Governance Team</p>	<p><b>Session 1:</b>  <u>Rationale for Out-of-Town First Session:</u>                      Conducting the first session out of town has several advantages:</p> <ul style="list-style-type: none"> <li>- Focus and Immersion: Being away from the daily work environment allows participants to focus solely on the training and create an immersive experience that encourages deep learning.</li> <li>- Team Bonding: The informal setting of an out-of-town session will foster team bonding and build stronger relationships among the Superintendent and School Board Members.</li> <li>- Change of Environment: A change of scenery can stimulate creativity and encourage fresh perspectives when discussing complex issues.</li> </ul> <p><u>Logistics:</u></p>

<p><b>Session 2:</b> October 2023</p>	<p><u>Location:</u> Louisville (or an alternate out-of-town location) <u>Facilitator:</u> <a href="#">Dr. Joshua P. Starr</a> with <a href="#">The Center for Model Schools</a> <u>Agenda:</u> - Morning and afternoon Session: Priority 2 – DEIB</p>	<p>Governance Team</p>	<ul style="list-style-type: none"> <li>- Venue: A suitable venue in a Louisville hotel (or possibly Shaker Village of Pleasant Hill or National Bridge State Park) will be arranged for the first session, considering factors like accessibility, amenities, and conducive learning spaces. (Proposed location: <a href="#">Louisville Marriott Downtown</a> or accommodations near <a href="#">Shaker Village of Pleasant Hill</a> or <a href="#">National Bridge State Park</a>)</li> <li>- Accommodation: Accommodations for the participants will be booked at the same location of the venue to eliminate travel time and ensure a comfortable stay. (Proposed location: <a href="#">Louisville Marriott Downtown</a> or accommodations near <a href="#">Shaker Village of Pleasant Hill</a> or <a href="#">National Bridge State Park</a>)</li> <li>- Transportation: Transportation to and from Louisville, <a href="#">Shaker Village of Pleasant Hill</a>, <a href="#">National Bridge State Park</a> will be reimbursable expenses.</li> <li>- Meals: Breakfast, lunch, and refreshments during the training sessions will be provided, as well as the team dinner on Friday evening.</li> </ul> <p><b>Sessions 2 – 5 if applicable:</b> Local Venue, preferably in Lexington, but not at the district office.</p>
<p><b>Session 3 (if applicable):</b> December 2023</p>	<p><u>Location:</u> Louisville (or an alternate out-of-town location) <u>Facilitator:</u> <a href="#">Dr. Joshua P. Starr</a> with <a href="#">The Center for Model Schools</a> <u>Agenda:</u> - Morning and afternoon Session: Priority 3 – Highly Effective and Culturally Responsive Workforce</p>	<p>Governance Team</p>	
<p><b>Session 4: (if applicable):</b> February 2024</p>	<p><u>Location:</u> Louisville (or an alternate out-of-town location) <u>Facilitator:</u> <a href="#">Dr. Joshua P. Starr</a> with <a href="#">The Center for Model Schools</a> <u>Agenda:</u> - Morning and afternoon Session: Priority 4 – Stakeholder engagement and outreach Governance team</p>	<p>Governance Team</p>	
<p><b>Session 5: (if applicable):</b> April 2024</p>	<p><u>Location:</u> Louisville (or an alternate out-of-town location) <u>Facilitator:</u> <a href="#">Dr. Joshua P. Starr</a> with <a href="#">The Center for Model Schools</a> <u>Agenda:</u> - Morning and afternoon Session: Priority 5 – Organizational Health and Efficiency</p>	<p>Governance Team</p>	

**Proposed Budget:**

<b>Investment Summary</b>		
<b>DATE</b>	<b>EVENT</b>	<b>INVESTMENT</b>
Due quarterly	5 Sessions with Dr. Josh Starr and a consultant. Each session will be aligned to a strategy in the district plan	\$77,250 (subject to change depending on days and facilitator)
September 2023	Travel, Accommodations, Venue and Meals	\$4,350 (subject to change depending on location)
October, December, February and April	Venue and meals	\$3,000 (subject to change depending on amount of training days)
		Total Investment: <b>\$84, 600</b> (subject to change)

**Expected Outcomes:**

Upon completion of the Team of Six Training Series, we anticipate the following outcomes:

1. Strengthened Leadership: Participants will gain valuable leadership insights and skills to guide the school district effectively.
2. Enhanced Collaboration: Improved teamwork and communication will foster a culture of collaboration among the Superintendent and School Board Members.
3. Unified Vision: A shared vision for the future of the school district will be developed, aligning the efforts of all team members.
4. Effective Decision Making: Participants will be equipped with decision-making tools to address challenges and opportunities, using the governance manual as a reliable reference.
5. Improved Stakeholder Engagement: Enhanced communication strategies will lead to better engagement with students, parents, staff, and the community.