

Building Effective Leadership Teams

SCSC New School Orientation

January 15, 2020

Objectives



Discuss best practice for building strong leadership teams



Determine the right organizational structure for your school



Explore opportunities to effectively distribute leadership teams

Strong leadership teams work collaboratively toward common goals that ultimately drive student & school success.

What's the right leadership structure for your school?

Your organizational structure should reflect clear decision-making and ensure a sustained approach to school leadership.

School Leader

- One school leader
- Manages instructional & operational staff

Leader + Leadership Team

- School Leader/Executive Director
- Team of Assistant Principal(s) and Directors manage instructional and operational teams

Co-Leader Model

- CAO & COO roles identified
- Distinct functions and shared accountability for school functions

Delegated Authority

- "Committee" structure
- Department leads share decision-making

Brainstorm: What are the responsibilities of leadership team members?



- Think about your current organizational structure and respond to the prompt by jotting down your thoughts on what is a “must have” and a “good to have” in terms of the roles and skills that you have in place.
- Keep the structure and key functions in mind as you brainstorm.
 - **What does an effective instructional team do?**
 - **What does an effective operations team do?**

Develop an organizational structure that reflects authentic leadership and mutual accountability among team members.

Instructional Leaders

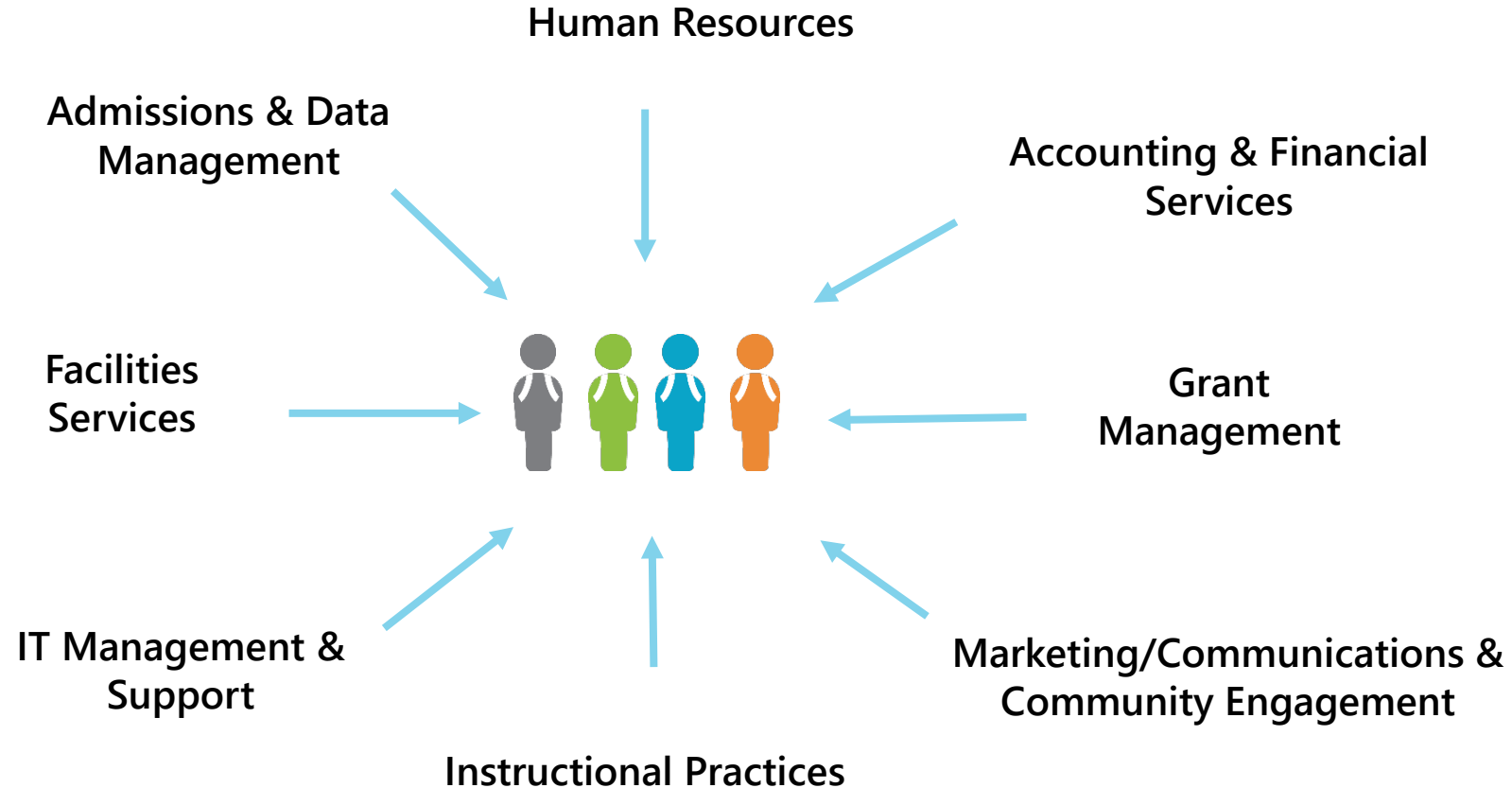
- **Execute** the academic strategy in alignment with the vision for excellent instruction
- **Provide** feedback on instructional practices in the classroom
- **Collaborate** with Operations team members to ensure alignment of systems and processes with academic model.

Operational Leaders

- **Provide** oversight on non-academic functions for the school
- **Manage** contracted services and adherence to policies and procedures
- **Ensure** state and federal requirements are met across functions

Organizational structure may need to be flexible based on team member experience and credentials.

State charter schools should consider some key functions when building leadership teams and organizational charts.



How are these functions organized at your school? Who can take on these responsibilities?

Strong Instructional Leadership Teams think critically about their own skills, strengths, and capacity in order to strategically leverage others in support of students.

Resource Reflection: Prioritizing certain skills to build the right team



What should your leadership team look like to make effective staffing a reality?		High – Critical Need for This Resource	Medium – Substantial Need for this Resource	Low – This Resource is Fully in Place	I am not sure
Instructional Practices	Human Capital Strategy				
	Training and Development				
	Delivering Actionable Feedback				
Systems and Structures	Budget/Finance Management				
	Facilities Planning & Maintenance				
	Operating Procedures				
	Progress Monitoring and Data Use				
Knowledge and Skills	Marketing & Communications				
	Grant Writing				
Other Resources	Community Engagement				

QUESTIONS?

Connect with us.



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