

# Leadership Team Times

September 2017

## The Big Show: Convention Updates

Get ready—the TASA/TASB Convention is a month away! We are back in Dallas, October 6–8. Make sure your housing and preregistration are completed by September 22 at [tasa.tasb.org](http://tasa.tasb.org).

From keynote speakers and thought leaders, to the Learning Lounge and extra credit sessions, plus in-depth workshops and seminars, Convention has you covered. Here are a few other trainings you may want to know about:

- **Social Media Training**—Be a part of our efforts to support public schools through Facebook, Twitter, LinkedIn, and Instagram.
- **Tier 1 Training**—Experienced board members can earn credit and fulfill their Texas Education Code update requirement.
- **Investment Officer Training**—District investment officers can earn up to five hours of credit by attending the Public Funds Investment Act training Friday and Saturday.

Don't miss out on your last opportunity to earn Continuing Education Credit before the new year! For more information, check out [tasa.tasb.org](http://tasa.tasb.org).



## We'll Take Responsibility, Part One

By Orin Moore, Board Consultant

I would like to briefly share two experiences that demonstrate the virtually unlimited potential of a leadership team when its members boldly embrace their respective roles.

When discussing expectations of their new superintendent during a recent Transition Workshop, a trustee stated that he expected the superintendent to let the board take ultimate responsibility for the district's performance. The entire board agreed with that trustee's statement.

To someone unfamiliar with the board's role, it could easily sound like the superintendent was just given a free bus ticket for a ride down Easy Street. Actually, it's quite the opposite. In order for the board to take ultimate responsibility for district performance, the board will have to engage in stellar oversight and monitoring practices throughout the year. This does not mean that mistakes will not occur. It does mean that a proper response to mistakes can be expected. It means the board will carefully evaluate successes and failures and exercise the authority granted to boards to correct failures and reinforce successes.

What does all this imply for the new superintendent? Well, the superintendent is working for a board that believes they hired someone fully capable of taking their district to the next level and they have every intention of holding him accountable. This board is expecting its one employee, their connection to the entire system, to partner with the board in creating a system they can be proud of—a system for which they should accept ultimate responsibility.

## Training, Events, & Reminders

**TASA/TASB Convention:**  
October 6–8, Dallas

**Webinar: School Board Candidate** September 5

**TASB Conference for Administrative Professionals:**  
October 19–20, Austin

**Online Learning Center (OLC):** Courses available 24/7 and are now accessible through myTASB

## Did You Know?

TASB Governmental Relations (GR) has made it easy for you to communicate district information to your communities. Choose from several PowerPoint presentations pre-designed for you to simply plug in your district's data. We hope you find ways to connect with the community and build support for your schools as a new academic year starts. For more information visit [gr.tasb.org](http://gr.tasb.org).

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In part two of “We’ll Take Responsibility” we will evaluate the superintendent’s response to the board’s expectation of accepting ultimate responsibility. As a bonus, we’ll also look at how another district’s superintendent fully embraced the management role of the district in a way that made it easier for the board to accept ultimate responsibility. Stay tuned.

## Be a Presenter at Winter Governance and Legal Seminar

TASB has begun the call for programs for the 2018 Winter Governance and Legal Seminar, March 1–3, 2018, in Galveston. If your board has something cool to share or your district pioneers innovative programs, we want to hear about your success! This conference will continue to dive into sessions with a focus on Student Voices. These sought-after sessions need to be presented or copresented by students from your district about initiatives, projects, or other activities students are doing to promote improved learning and showcase educational experiences within their schools. Session applications will be available Friday, November 10, at [tasb.org/wgls](http://tasb.org/wgls).



## On the Road Again

*By Orin Moore, Board Consultant*

I straightened up in my chair when Mike Winter, superintendent of Gorman ISD, said that Gorman’s leadership team desired to set goals and wanted a full-day-equivalent work session to get the job done. The standard three-hour in-district work session seems to come and go so quickly, and despite having conversations leading up to and following a district visit, we board consultants often leave a district wishing we had more face-to-face interaction with the leadership team.

The Gorman ISD leadership team chose to break their full-day work session into two separate meetings. This was a smart and strategic move for the team. Having the opportunity to pause and reflect on progress between sessions let the team see if they were truly nailing down the ideas in their heads and gave them time to adjust the direction of the work in the second session accordingly. The in-between time also allowed the team to re-engage stakeholders at a productive and meaningful phase in the goal-setting process.

It was quite impressive how in tune the trustees were with the culture of the district, ranging from the students up to the highest level of leadership. I believe boards have a responsibility to set and maintain the culture of the district, and I love that Gorman ISD is committed to building and maintaining a culture of pride, cooperation, and high performance.

After laying a solid vision and direction for improving their district in the first work session, Gorman ISD went on to create four district goals that included some solid, measurable academic performance standards in the second work session. I’d like to commend the team for also including a section in their goals for stating the rationale for choosing the four goals. Finally, I’d like to praise them for fully developing a progress report schedule and a summative evaluation rubric along with those goals. Gorman ISD will have no problem practicing informed oversight and evaluating its year-end efforts. Way to go, Panthers!

## Timely Resources

These TASB resources may be especially useful this time of year:

- Developing Superintendent Performance Goals
- Fiscal Responsibility
- Foundations of Board Policy

Go to [LTS.tasb.org](http://LTS.tasb.org) for a complete list of resources.

## Contact Us

*Leadership Team Times* is produced by the TASB Leadership Team Services (LTS) Division. For more information about LTS and its training opportunities and services, plus an electronic version of this newsletter, go to [LTS.tasb.org](http://LTS.tasb.org). Contact Orin Moore at [orin.moore@tasb.org](mailto:orin.moore@tasb.org) with questions or comments.