

## BOARD RETREATS



How does the senior leadership team develop the "unity of purpose" needed to set goals and move the district forward?



How can the leadership team find time to develop goals on a regular basis?



How do team members develop the trust that is needed to have an effective and efficient operation?



How can the superintendent develop an understanding of board members decision making information needs?



How can the team create time to think globally, beyond the crisis of the moment?

A senior leadership retreat is one method to accomplish these goals. Trust is built through getting to know each other.

Having time in a less formal setting to talk about those issues important to the team helps build understanding among team members.

Members learn what type of information an individual may need to make a decision.

Without agreement on the mission of the organization and understanding of the shared values, it is difficult to move the organization forward.

The "unity of purpose" that is reinforced in a retreat setting sets the stage for developing the long and short-range goals that can move the district forward.

### HINTS:

- ✓ Many districts use an annual retreat to review and celebrate the past year's successes and to plan for moving the district forward in the next year through the development of annual goals.
- ✓ Location of the retreat is less important than having the room set in a less formal manner with a variety of activities that will help the team work together.
- ✓ It must be held at a time and place where interruptions will be minimized.
- ✓ The use of a facilitator allows each member of the team to be on equal footing during the retreat. Contact ASBA today to obtain facilitation support.

