



Professional Development Builds More Effective Leadership Teams



School superintendent and board leadership teams that take time to learn together are a more effective team, and research shows they achieve more for the students they serve.

ASBA's Leadership Development and Board Support Services Team offers several popular options as well as two- and three-hour targeted sessions. In addition, the team also can design custom professional development or facilitation that meets your specific needs and assists your board and superintendent leadership team in moving forward together.

For customized professional development opportunities, please contact **ASBA Consultant Julie Bacon**, at jbacon@azsba.org or call **602-254-1100**.

Popular sessions

In **Board Self-Evaluation Part 1**, the board reviews evaluation results with a neutral facilitator who can help guide the conversation to build consensus around focus areas the board would like to address. During Part 2, the facilitator helps the board create goals and objectives.

For **Board Operations and Communications Protocols**, a facilitator helps the board develop and document protocols for communication with each other, staff and the community. This training helps build trust, team cohesion and expectations for communication between the board and superintendent, staff, students, community members, as well as before, during and after meetings, during emergencies, school visits and community meetings.

At an **Overview of Strategic Planning** session, a facilitator guides your board and superintendent team through a review of the strategic planning process, the importance of community involvement, the district's current mission, vision, values, goals and available data and helps the team identify strengths and needs. An additional session would help the leadership team create a timeline for next steps, including the development of strategic goals.



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A **Team Member Style** training helps build good working relationships with your leadership team by learning about four team member styles, identifying strengths and trouble spots of each style and gaining insights on working with other styles on the team. The materials used during this session are by HRDQ. The team will have the opportunity to discuss their styles with one another.

2-hour sessions

ASBA Leadership Development and Board Support Services Team offers 2-hour professional development sessions that help your team:

- Identify ways to have productive and effective board meetings



“ASBA was very helpful. They were sensitive and responsive to both veteran board members as well as less-experienced board members. ASBA covered some sensitive areas of conversation very astutely and knowledge-based. Thank you.”

– BOARD MEMBER AT CLARKDALE-JEROME USD’S ROLES AND RESPONSIBILITIES SESSION

“Thank you for your flexibility. I believe there was more value in our meeting because you allowed us to go where the board decided to go.”

– PARTICIPANT AT FLORENCE UNIFIED’S BOARD RETREAT

“Great content and pace. Thanks for keeping us on track, but also holding space for discussions, questions and laughter.”

– PERSON ATTENDING CREIGHTON ESD’S EFFECTIVE BOARD MEETINGS SESSION



Julie Bacon
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- Examine the different but interconnected roles and responsibilities of the superintendent and board
- Learn more about team member style and building good working relationships
- Assist the board to develop criteria for a superintendent search to become search ready
- A facilitator-led session Educational Equity (Overview) using ASBA's Leading for Equity Framework that provides steps boards can take to create conditions where every student can succeed
- A facilitated superintendent evaluation training where the board and superintendent discuss the board's or ASBA's new superintendent evaluation tool and best practices that enhance superintendent and district performance

3-hour sessions

ASBA also provides 3-hour facilitator-led training on board operations and communications protocols, board self-evaluation parts 1 and 2 and strategic planning overview as described above.

"This session was well presented and knowing our presenter respects our culture and language perspectives. ASBA has well-outlined training and we trust their expertise and knowledge to guide us along this process."

– PARTICIPANT IN A STRATEGIC PLANNING TRAINING IN PIÑON USD

"This was relevant and important information, I found it extremely helpful."

– CASA GRANDE ESD PARTICIPANT DURING A SIMILAR TRAINING

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"ASBA was awesome! Everything about the presentation and recommendations were a great refresher for those who have been on the Board for many years and great for new board members. Thank you."

– TOLLESON ESD BOARD MEMBER AT BOARD OPERATIONS AND COMMUNICATIONS PROTOCOLS PROFESSIONAL DEVELOPMENT SESSION