1. Current Governance Structure and the Changing BOE – Superintendent relationship

2. An emerging Shared Governance Structure to support learning and health 24/7
Findings

• Dysfunction..., conflict, disagreements, and distrust.

• BOE that tended to avoid the key function of policy making and direction setting, but instead focused on micro-management of administrative functions.

• Community support had declined..., and that

• “Only powerful, transformational and systemic...
That was 4.5 years ago!!

Today, New London’s Board of Education has:

• Adopted a transformational *Strategic Plan*, fulfills its duties, and is focused on POLICY

• The BOE expects the Superintendent to function as the BOE’s Chief Executive Officer, “with authority over the school system and responsible for its supervision”
BOE & Superintendent have a shared sense of accountability...

Our students and families come first!

- Not about adults
- Not about “who’s in charge” or “who’s in control”
Essential BOE- Superintendent understandings and expectations:

1. **Strategic Plan**: Vision, shared beliefs and values, goals...,(BOE/Superintendent)

2. **Operations Plan** (Superintendent)

3. **Consistent and reliable Communications**
   - Weekly Reports each Friday
   - BOE Committees and related reports (Policy, Finance, & Facilities/Program Design)
   - Mid-Year and Annual Progress Reports

4. **Communications protocols** in place...
   - One very simple rule: “No surprises”
   - Responding to constituent or parent concerns and complaints

5. **Rigorous Superintendent’s Evaluation**
These new expectations:

- Promote greater accountability
- Support innovation and advancing proven practices and changes without unnecessary delays
- Energize and engage the community (PreK Access, Mentors, Health Services & Tuition-Free Access to post-secondary education.)
Changing a school district’s culture, practices and performance takes time, support, patience and a commitment from all partners.