

Rutland City Public Schools

**Retreat for
Board of Commissioners &
Administrative Cabinet**

August 11, 2015

4 topics

- Key elements for performance excellence
- Contributors to school system performance
- Defining purpose/role in performance:
 - Board
 - Administrative Cabinet
- Path forward to meaningful oversight & public service by the Board

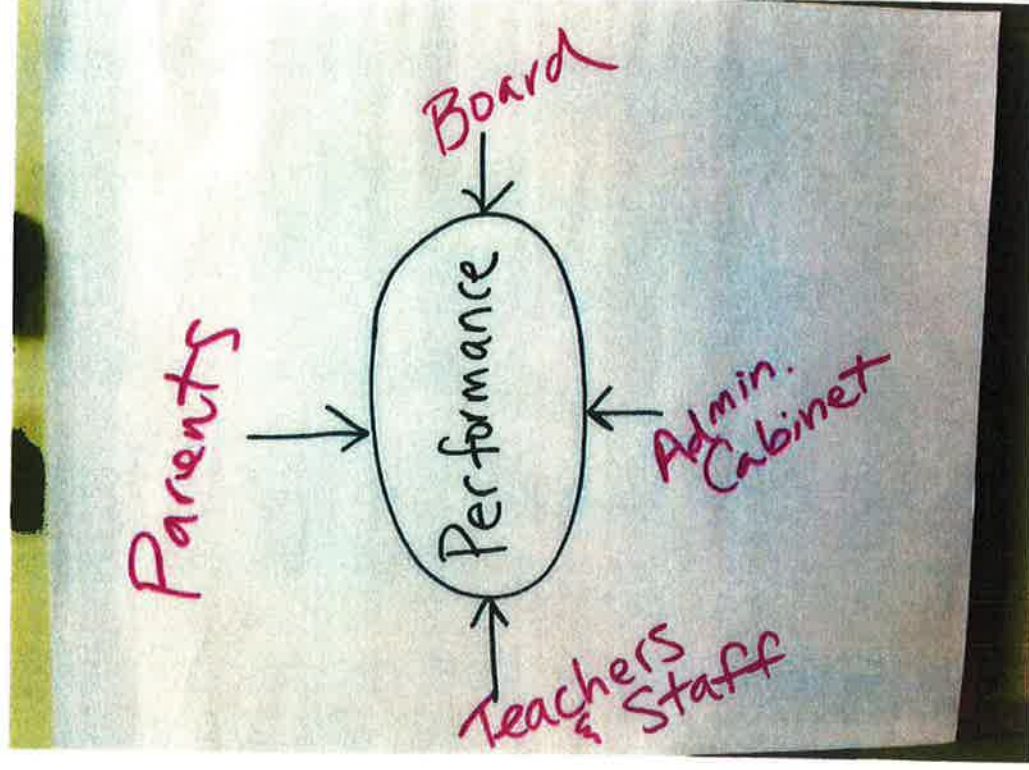
Key elements for performance excellence

- Set a clear & compelling direction for school system
 - Mission, vision, values, goals/objectives
- Establish meaningful measures of school system performance
 - Indicators of progress toward defined direction
- Consistently review & monitor school system performance and progress
 - At various levels (e.g. Principals, Superintendent, Board)

Key elements for performance excellence (continued)

- **Initiate plans & improvements**
 - At appropriate levels (e.g. individual vs. school vs. district)
- **Monitor implementation of plans & improvements**
 - For achievement of desired results
- **Communicate & report school system performance to key stakeholders**

Multiple contributors to School System Performance



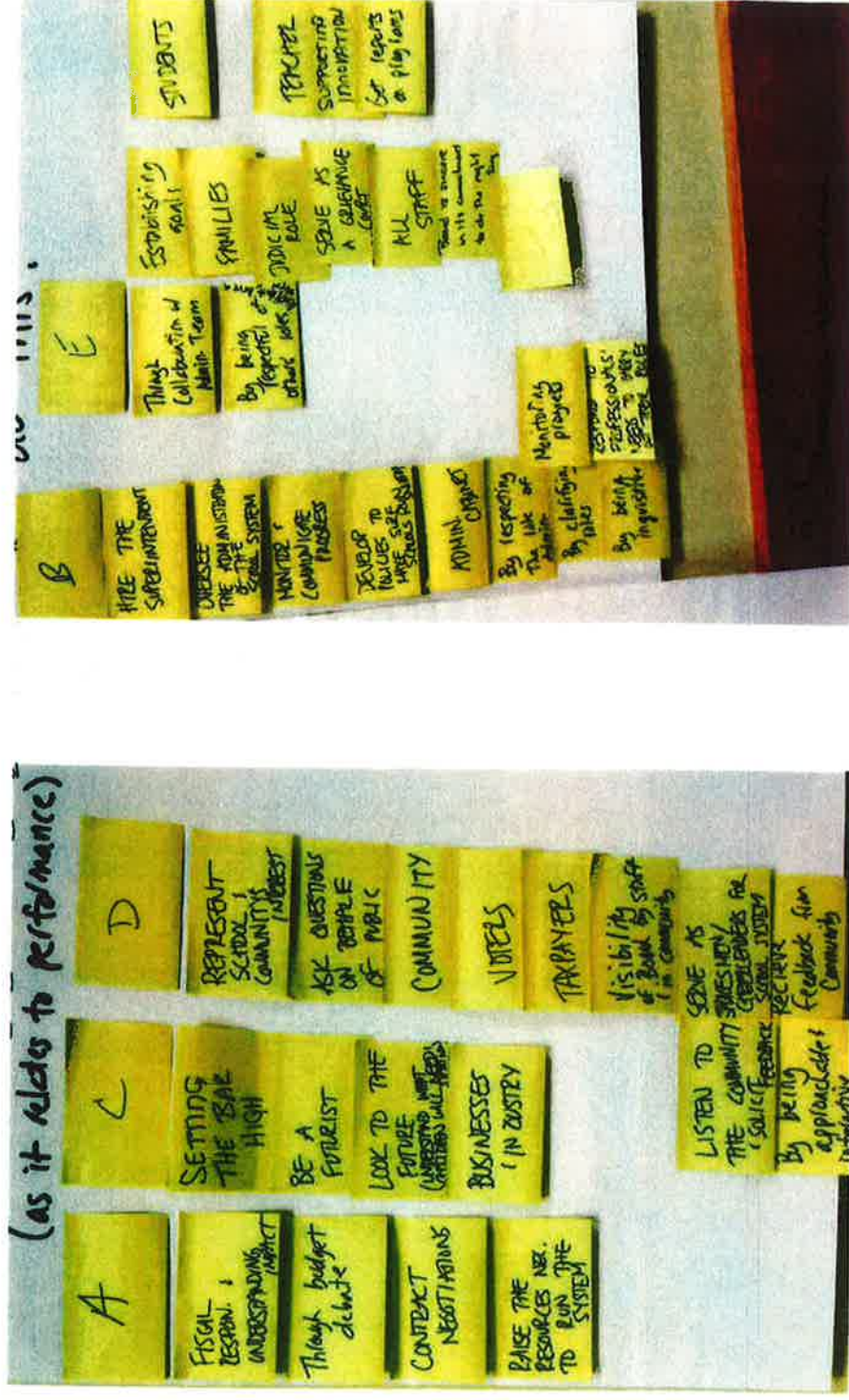
Defining Purpose/Role in School System Performance

ACTIVITY:

- What do we do?
- For whom?
- In what ways do we do it?/How? (including, how are we unique (from others who contribute to performance)?).

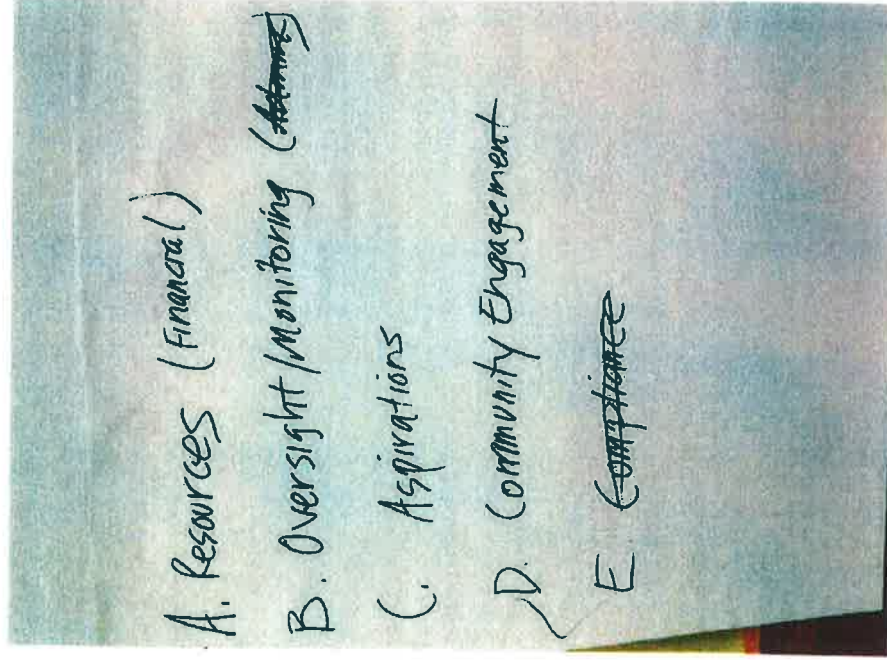
Board of School Commissioners
Administrative Cabinet

Defining Purpose/Role in School System Performance – Board Role



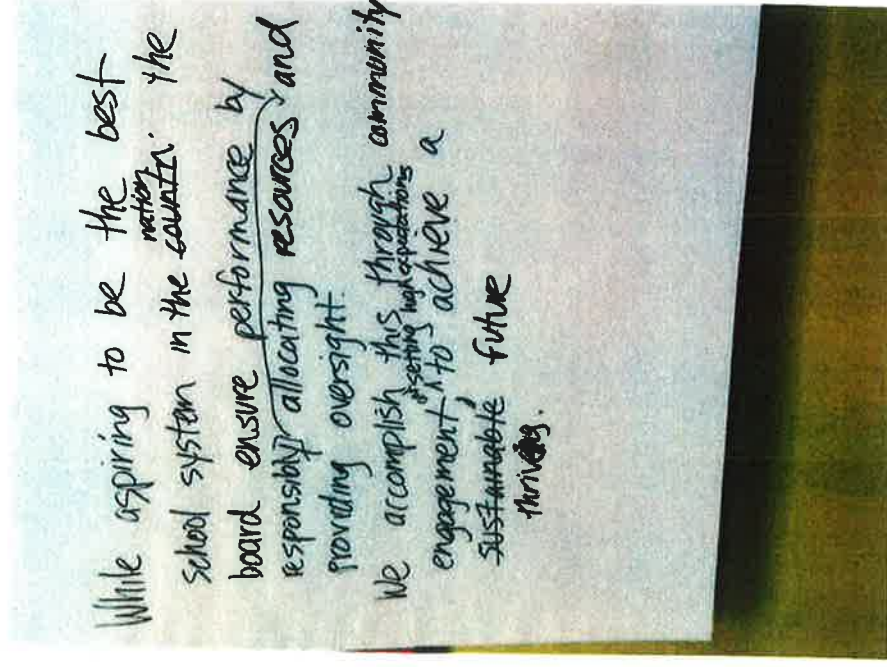
Created groupings of the responses to the 3 questions. 5 groupings emerged.

Defining Purpose/Role in School System Performance – Board Role



- Summary of the five groupings that emerged.
- Crafted a purpose statement from these groupings/information.

Defining Purpose/Role in School System Performance – Board Role



While aspiring to be the best school system in the nation, the Board ensures performance by allocating resources responsibly and providing oversight. We accomplish this through community engagement and setting high expectations to achieve a thriving future.

KL NOTE: Final refinement and wordsmithing is recommended.

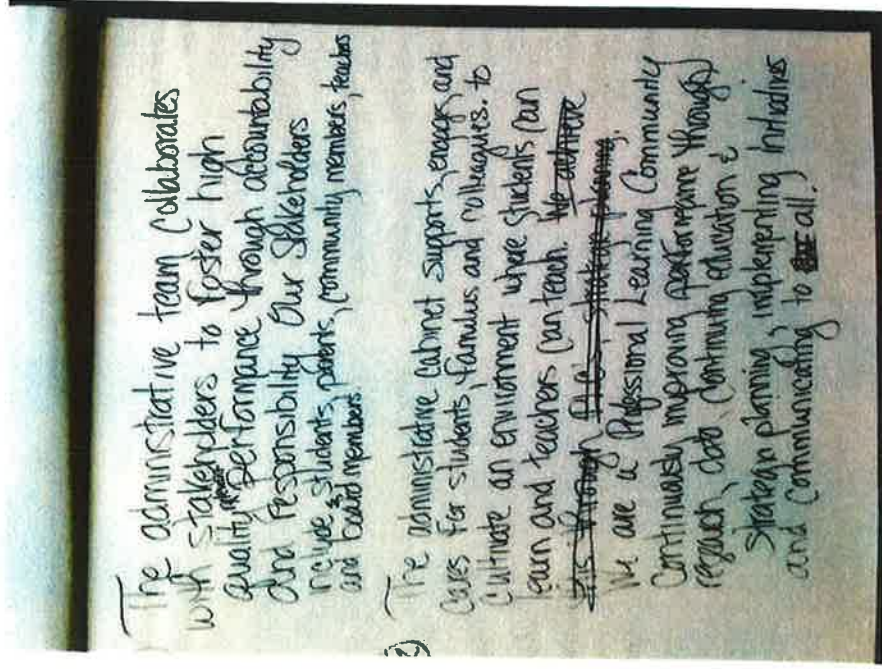
Defining Purpose/Role in School System Performance – Administrative Cabinet Role



Created groupings of the responses to the 3 questions. 3 major groupings emerged. Crafted purpose statement from these groupings/information.

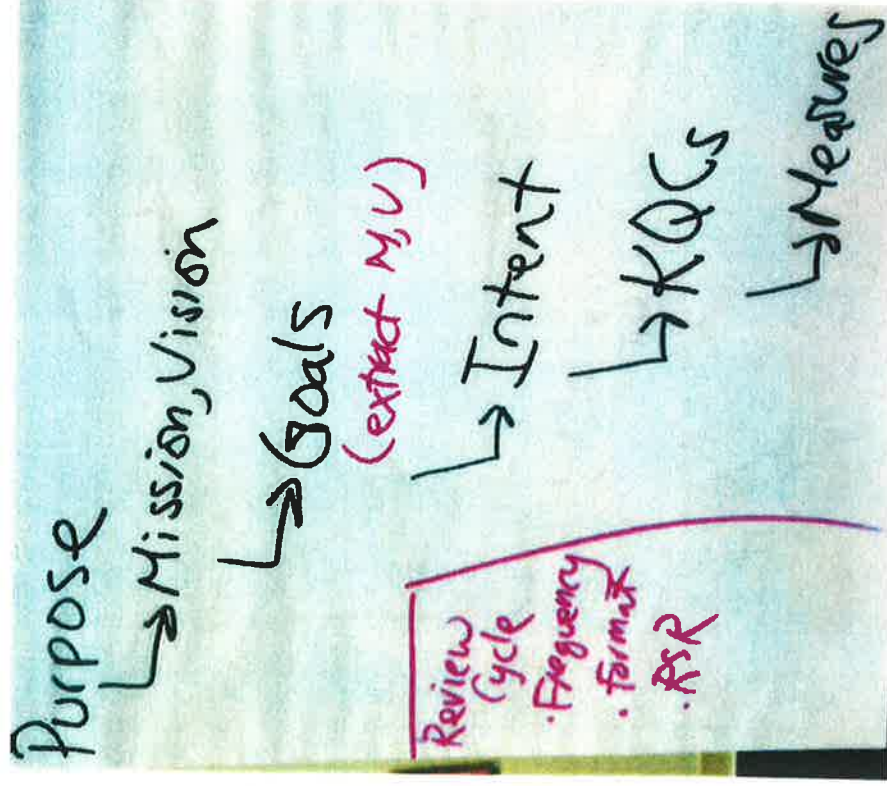
Defining Purpose/Role in School System Performance – Administrative Cabinet Role

- The Administrative Team collaborates with stakeholders to foster high quality, relevant performance through accountability and responsibility. Our stakeholders include students, parents, community members, teachers and board members.
- The Administrative Cabinet supports, engages and cares for students, families and colleagues to cultivate an environment where students can learn and teachers can teach. We are a Professional Learning Community continuously improving performance through research, data, continuing education & strategic planning, implementing initiatives and communicating to all.



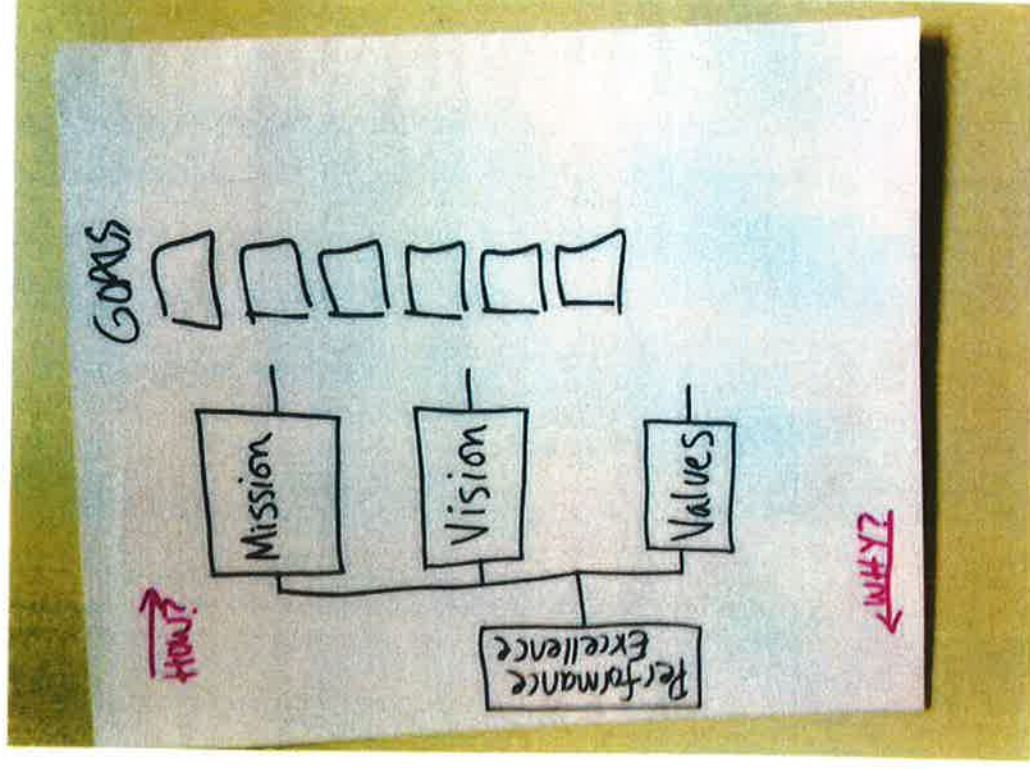
KL NOTE: Final refinement and wordsmithing is recommended.

Path forward to meaningful Board oversight & public service



- Develop Board's goals/objectives from (Performance) Purpose, RPS Mission & Vision
- Agree on Board Intent for each Board goal/objective
- Define Key Quality Characteristics (KQCs) for each Board goal/objective ("what does good look like?")
- Develop Board-level measures from above
- In parallel, develop the Board's Review Cycle including frequency, format, roles & responsibilities

Developing Board's goals/objectives from RPS' Mission & Vision





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