

2223R-009

By Directors Siemsen and Peterson

WHEREAS, The Board is committed to developing and expanding a positive culture of collaborative/shared decision making so that all staff work together for common goals; and

WHEREAS, The second priority of the District's five priorities is "Improve District and School Cultures"; and

WHEREAS, The Board understands that having a positive school culture is essential in meeting our goal of attracting and retaining high-quality administrators, teachers and other staff; and

WHEREAS, Leaders need to be intentional about building community at both school and central service levels so that we can collectively strive to meet our District's goals; and

WHEREAS, To help school and central service leaders become more adept at collaborative/shared decision making, the District should establish a set of practices and standards for shared-leadership; now therefore, be it

RESOLVED, That the District adopt a set of practices and standards for shared leadership that would include, but not be limited to, the following leader responsibilities/expectations:

1. intentional creation of a positive culture and climate;
2. creation of an environment that has tolerance for risk and failure;
3. acknowledgment of the strengths of the staff and reliance on them to help solve problems and to lead initiatives;
4. ensuring that there are systems in place for ongoing and timely communication and encouragement of intentional collaboration between staff members; and
5. building of a community in which people pull together to identify problems, to create solutions, to make decisions collectively, and to share accountability, with the understanding that this a responsibility of people at every level of the organization; and be it

FURTHER RESOLVED, That school leaders (principals, assistant principals, and teacher leaders) participate in professional development on the practices and standards of shared leadership at least twice a year; and be it

FURTHER RESOLVED, That non-school administrator leaders participate in professional development on the practices and standards of shared leadership at least twice a year, and be it

FURTHER RESOLVED, That these practices and standards become part of the five-year Strategic Plan, and be it

FURTHER RESOLVED, That the Administration report back to the Board on this resolution no later than the February 2023 board cycle with:

1. proposed revisions to the above set of practices and standards;
2. a schedule for professional development for school and departmental leaders starting in March of 2023; and
3. a plan to introduce this initiative at school and departmental levels.

*October 27, 2022*