



Best Practices & School Governance New London Public Schools

February 28, 2017

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New London Public Schools

1. CURRENT GOVERNANCE STRUCTURE AND THE
CHANGING
BOE – SUPERINTENDENT RELATIONSHIP

2. AN EMERGING *SHARED GOVERNANCE STRUCTURE* TO
SUPPORT LEARNING AND HEALTH 24/7

2012 State Intervention & Governance Management Audit

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”³

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.)

Proposal: Shared Governance

EXECUTIVE STEERING COMMITTEE

School Readiness TEAM

- Newborn to Age 3
- Access for all Ages 3 & 4 Year to Quality Preschool

Enrichment & Personalized Learning TEAM

- After School Enrichment
- Internships
- Experiential Learning

Family Engagement and Student Supports TEAM

- Mentors & Tutors
- Nutrition
- Social-Emotional & Mental Health
- Family Resource Centers
- Parent University

Tuition-Free Post Secondary Access TEAM

- College Access
- College Success
- Endowment

Data Systems TEAM

Communications TEAM

Capacity Building: The Whaler Way



*CHANGING A SCHOOL DISTRICT'S CULTURE,
PRACTICES AND PERFORMANCE TAKES TIME,
SUPPORT, PATIENCE AND A COMMITMENT
FROM ALL PARTNERS.*