Leadership System - *Manage District Systems for Continuous Improvement*

District and building leaders seek critical perspectives to inform decisions and actions to support the district vision and mission.

PRACTICE 18

PREPARATION

GETTING AWARE

District leaders review research on recommended practices for gathering advisory input or feedback and on engaging different groups in decision-making. District and building leaders review existing programs and projects to identify potential categories of input that may be impacted by programming or policy decisions.

GETTING READY

District and building leaders develop a set of critical perspective considerations based upon roles, demographics, and other areas of influence that are used in developing any new project or initiative within the district or individual buildings. For each such perspective, district and building leaders identify potential individuals who can effectively provide such perspectives, so that these individuals could potentially be recruited to provide input on decisions and review community feedback regarding district or building initiatives.

PROGRESS INDICATORS

GETTING STARTED

District leaders include representatives from different roles (i.e. instruction, support, and administration) in strategic planning and implementation functions through advisory or decision-making groups. District leaders seek input from district staff regarding strategic decisions.

GETTING BETTER

District and building leaders establish advisory and decision-making groups to address strategic planning and implementation functions for the district. District leaders identify critical perspectives based on role, building assignment, and other considerations and seek to include representatives of each perspective from the various groups.

KEEP IMPROVING

District and building leaders regularly identify potential perspectives that might be considered for decisions on processes, programs, and systems for the district. Leaders set up advisory or decision-making groups with specific critical perspectives represented and with formalized adjustments to job descriptions and coordinated schedules. Individuals rotate membership in groups on a regular, scheduled basis.

RESEARCH REFERENCES FOR THIS PRACTICE:

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