

“Strengthening the
Working Relationship
between
Superintendents and
School Business
Officials”

Presented by

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Objectives:

- ▶ Highlights: Surveys
- ▶ Reflections: My Journey as a Professional Leader
- ▶ For Your Consideration: Maintain and Strength Relationship
- ▶ Conclusion: Next Steps

Survey Highlights

School Business Officials

Superintendents

72%

School business officials rated their relationship with their Superintendent at very good or higher

85%

Superintendents rated their relationship with their School Business Official at very good or higher

1. Respect & Trust
2. Communication
3. Freedom to Fulfil Duties and Responsibilities

Top three aspects of building a positive working relationship with your Superintendent

1. Trust & Communication
2. Respect & Ethics
3. Open to Alternative Fiscal Solutions

Top three aspects of building a positive working relationship with your Superintendent

Communicate Regularly

Strategies currently in place to foster a good working relationship

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Summation

- ▶ Overall, both Superintendents and School Business Officials rated the working relationship with a passing score.
- ▶ Top attributes needed for a good relationship are similar - TRUST, RESPECT and COMMUNICATION.
- ▶ Noteworthy contrast is that SBO are requesting more freedom to fulfill their duties and Superintendents are requesting that SBO be more open to alternative fiscal solutions.
- ▶ Both parties agree that regularly scheduled communication plays a significant role in having a good working relationship.
- ▶ In addition, overall 76% of School Business Officials believe their Superintendent understands their job responsibilities.
- ▶ Finally, only 35% of the superintendents and school business officials have been working together over 4 years.

Reflections: *My Journey*

- ▶ Foundation building is a key factor in relationships.
 - ▶ Level set expectations
 - ▶ Evidence of level setting - 65% of the superintendents/school business officials partnerships - 4 years or less
 - ▶ Rate relationship as VERY Good or HIGHER
- ▶ Frequent communication
- ▶ 5 Pearls of Wisdom - Leadership Practices:
 - ▶ 1. It is important to have an attitude of Continuous Improvement (we are good, but we are always striving to be better)
 - ▶ 2. Sharing is Caring. Share expectations/goals and information. Information is power.
 - ▶ 3. Create an environment to allow all leaders to lead.
 - ▶ 4. You are the brand. (Some things aren't taught, they're caught.)
 - ▶ 5. Inspire and motivate others (Impart knowledge and wisdom)

For Your Consideration

Tips for School Business Officials

- Stay in lane and understand role
- Superintendent will seek your advice; however, he or she is the final decision maker
- Inquire of your Superintendent his or her expectations for your role
- Once a final decision is made, even if you do not agree with it, support it in the public eye

Tips for Superintendents

- Continue to share information/ more communication/more interaction
- Share expectations and goals
- Provide SBO with first-hand knowledge of items affecting the budget
- Share with SBO when you will be out of the office/town (there may be reports that are time sensitive that require your signature)
- Keep SBO informed on budgetary matters
Before saying yes
- Involve Finance in more instructional preliminary program decisions that have a fiscal impact

For Your Consideration Continued

➤ Tips for School Business Officials

- Take time to see the big picture
- Be patient recognizing that your Superintendents is running an entire school division
- Provide to Superintendent a monthly schedule of action/communication tasks (this will build confidence and trust, which should lessen the need to micromanage)
- Recognize Staff

➤ Tips for Superintendents

- Take advantage of opportunities to increase understanding of school finances
- Be responsive
- Avoid micromanaging
- Build trust with County Administrator

Wrap Up/ Q&A