

RH's Big 4 for Board of Directors Feedback and Engagement

<p>Senior leader management and capacity building</p> <ul style="list-style-type: none"> ● Leadership Shadowing - with senior leaders, observe in their work and debrief feedback 2X month + weekly check ins ● Develop and Execute Meeting Structures and Cadence (1:1 and team) ● Anchor in OKRs / R and R (competencies over JD) ● School walks with CAO/P's - monitor development and execution of instructional management/expectations plan ● Personal Professional Development for Leadership (<u>2nd Semester</u>) plans for each report/director/principal (leveraging partners, other CMOs, etc.) 	<p>Board + external relations</p> <ul style="list-style-type: none"> ● Develop and Execute external comms plan highlighting our external "shine"; What we want to be known for? ● 1-2 meetings with each BOD member per semester - updates/feedback based on expertise/engagement + board followthrough; how they are talking about LCPS in the community ● Yearlong plan for 1:1s with community influentials (create list - 10-15) ● Mobilizing and Develop parent leaders (youth leaders and alumni) in D6 and 7 - 40+ base of parent leaders to drive and sustain culture of civil engagement.
<p>Organizational culture + change management</p> <ul style="list-style-type: none"> ● Internal communications plan and calendar (managed by TBD) with Stronger cadence, alignment, branding of strategic priorities ● Influencer: (anchor in text) Adopt a change management strategy ie that all senior leaders read/integrate ● Time to align on messaging / sunshine events (of what matters) and then to monitor/give feedback on messaging (academic results, compensation, our state of schools, future shifts in program, etc.) ● SWOT/(Leadership facing) to assess then derive results orientation / balance of results and relationships culture. 	<p>Performance Management</p> <ul style="list-style-type: none"> ● Communication around Org Performance: Execute Communication plan to speak to fewer, high leverage priorities as an org. Everyone in the org can speak to these priorities, why they matter and what success looks like; Staff and parent transparency (connected to Org culture / change mgmt) ● Build Results / Data Orientation: Calendar for year with roles/build team capacity to manage performance data with simplified systems/dashboard - Observe the key priorities in action ● Big 4 with Leadership team: What each leader's top 3-4 priorities, and how they are executing toward that?