

Mission Directed Governance

A new model for school leadership



SIoux CENTER
CHRISTIAN
SCHOOL

What brought us here

- Self-realization (2014)
 - Board buried in committee details (managing the school not directing it)
 - Pre-accreditation self-study articulated this condition
- CSI accreditation (2015)
 - Lack of strategic planning (creates a reactive environment)
 - New governance model needed (affirms board's self-study)
- Len Stob visit (2016)
 - Evening workshop at Heartland Conference
 - Second evening SCCS individual consultation with Len Stob
 - Collective board study of *Mission Directed Governance*



MDG defined

- Protect the mission of the school (the mission drives everything)
 - “Education on Purpose”
- School strives to reach an ideal
 - Define the ideal graduate (what does it mean to be a disciple/servant)
- The whole organization is aligned with the mission
- Board is linked to society and makes decisions as unified community
- Policy development
 - Define purposes and content for all programs
 - Give direction for all school operations
 - Gives HOS authority and direction as well as accountability



Role of the Board of Trustees

- Protect and advance the mission of the school
 - Establish board policy, core values and non-negotiables
- Set and communicate strategic plan
 - Direction based on meeting the mission statement
- Development of operational policy
 - Allows for elimination of standing committees (finance, exec remain)
 - Sets expectations for HOS, staff, and committees
- Empower and Evaluate HOS
 - Based on meeting school plans, spotlight reports, observations...
 - School and individual goals are evaluated every year
- Intentionally recruits trustees to fill vacant spots



Role of the Head of School

- Leads the school in advancing the mission as directed by board
 - Carries out school improvement and strategic plans
 - Assigns authority as needed
 - Organizes ad hoc committees to accomplish tasks
- Accountable to the board for all aspects of the school
 - Provides information to board in reports
 - Staff provide input through department/spotlight reports
- Supports, supervises and evaluates all school employees
- Serves as CEO, COO, educational leader and spokesperson



Role of the Faculty

- Rally as a team behind the shared mission and vision
- Provide direct input into issues that affect your work
 - Serve on ad hoc committees to advance the school plans
 - Provide input to the board through spotlight/departmental reporting
- Use professional expertise to make “front line” educational decisions
 - Empowered as individuals and departments
 - Under the direction of the board and supervision of the HOS

