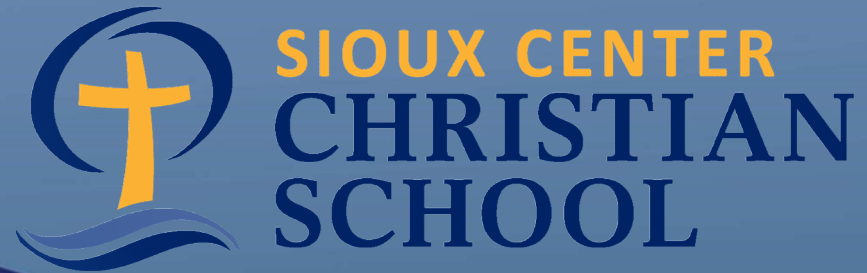


# Mission Directed Governance

A new model for school leadership



# 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

