

DATE: August 16, 2022

TOPIC: SRVUSD STRATEGIC DIRECTION: SHARED LEADERSHIP BOARD REPORT

This report and the presentation at the Board Meeting are intended to provide an outline and information about our Strategic Direction Shared Leadership plan for the 2022-23 school year. Shared Leadership is one of the primary tenets of our Strategic Directions. We will create the conditions for shared leadership by building a culture of trust, collegiality, and shared responsibility with students, staff, and families, working with our district steering committees and honoring our commitment to including student advisory committees.

The SRVUSD Shared Leadership Strategic Direction has several goals. First, cultivate a culture of collective responsibility and shared investment in the success of each of our students. Second, engage in collaborative decision-making with students, staff, and families. Third, continue to develop and improve relational trust amongst all stakeholders.

To meet these Shared Leadership goals SRVUSD has several strategies, actions and measurements in place for the 2022-23 school year.

Shared Leadership Strategies, Actions and Measurements:

Our first strategy is to increase efforts to include student voice in all areas of decision-making, particularly the voice of underrepresented students. We plan on doing this by continuing to expand the opportunities for students to share their experiences through the California Healthy Kids Survey and student voice surveys. We will expand the use of deep learning strategies including incorporating more choice and voice in the curriculum. Regular classroom walkthroughs will provide a measurement of success throughout the school year.

Our second strategy is to increase effort to continue to support leaders in engaging parents, students and staff with school and District cycles of improvement. We plan on doing this by increasing parent and student participation in the decision-making processes as measured by survey instruments. Additionally, we will continue to support leaders in engaging the community in school and District improvement efforts. Specifically to create the opportunity to create synergy and codesign with our staff, community, parents, and students.

Our third strategy is to develop opportunities to grow and nourish new and existing leaders. The District is committed to developing the leadership skills and capacity of current and new administrators while growing our own teacher leaders who aspire to assume leadership roles at the site and District level and who are considering pursuing an administrative credential. We plan on measuring this by increasing the percentage of aspiring leaders who complete our program. Additionally, new and existing leaders would provide feedback after each leadership learning session.

There are three identified levels of leadership development: aspiring leaders, new SRVUSD leaders, and current SRVUSD leaders.

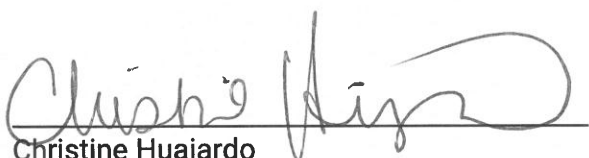
Aspiring leaders will be offered intentional professional development providing leadership opportunities. The professional development will aid in identifying employees who exhibit leadership

interest and potential. It will also broaden the pool of internal, qualified candidates for management positions. The District plans to fund a portion of tuition for ten (10) aspiring leaders to participate in the Contra Costa County Preliminary Administrative Services Credential Program (PASC). Aspiring leaders would be selected through an application and interview process.

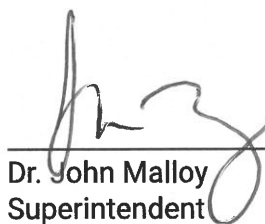
New SRVUSD leaders will be provided leadership training specific to the philosophy, programs, procedures and issues of the SRVUSD. Participants will be given the opportunity to explore their future professional goals. Current SRVUSD leaders will be given opportunities to learn and practice through quarterly leadership symposia, leadership book clubs, feedback sessions, and deeper professional development.

Recommendation: Informational Item Only

Budget Implications: Unknown at this time, however, we estimate the amount to not exceed one hundred thousand dollars to support this Strategic Direction.



Christine Huajardo
Assistant Superintendent



Dr. John Malloy
Superintendent

9.3

Item Number

SRVUSD Strategic Direction: Shared Leadership

August 16, 2022





SRVUSD Strategic Directions

Built on a foundation of academic excellence,
we are broadening our definition of success.



innovative
equitable
inclusive
excellent

Strategic Directions

Shared Leadership



We will create the conditions for shared leadership by building a culture of trust, collegiality, and shared responsibility with students, staff, and families.



We will maximize resources including time, talent and finances, to advance our student success goals.



We will effectively serve all stakeholders by listening, responding promptly, changing practices when appropriate, and communicating the rationale for decisions so students remain the focus of our efforts.

- Determine their purpose and understand the importance of service
- Set and achieve goals
- Love learning



SRVUSD Strategic Direction Shared Leadership

Goal ONE

CULTIVATE

Goal TWO

ENGAGE

Goal THREE

DEVELOP & IMPROVE



Shared Leadership 2022-23

STRATEGIES, ACTION and MEASUREMENT

- Increasing Student Voice
- Community Engagement
- Grow and Nourish Leaders



Leadership Development Plan

**ASPIRING
LEADERS**

**NEW
SRVUSD
LEADERS**

**CURRENT
SRVUSD
LEADERS**



Questions/Comments?

