

School Team Leadership: A Practical Approach

**A Webinar for School Leaders,
Managers and Administrators**

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Our Major Outcome

- Apply ideas, strategies and techniques to lead and empower our institutional teams, maximize their talents, and enhance their performance in a climate of new challenges and opportunities

Our Agenda

An Overview

- Institutional Effectiveness Components
- Key Areas
- Current Trends



Our Agenda

Leading Your Educational Team

- ❑ The Performance Formula
- ❑ A Proven Performance Process
- ❑ Two Tips for Effective School Leadership
- ❑ Empowering Your Employees

Institutional Effectiveness Components

- ❑ Retention / Completion Rates
- ❑ Placement Rates
- ❑ Level of Graduate Satisfaction
- ❑ Level of Employer Satisfaction
- ❑ Student Learning Outcomes
- ❑ Financial Aid / Loan Default Rates

Key Areas

- ❑ Vision, Mission and Core Values
- ❑ Employee Standards and Training
- ❑ Blending the Departmental Lines
- ❑ Graduate Accountability
- ❑ Employer Partnerships



Current Trends

- ❑ Stronger focus on compliance and accountability
- ❑ Specialization
- ❑ Emphasis on job retention
- ❑ Performance results

Current Trends

- ❑ Growing emphasis on faculty development
- ❑ Inclusion of workforce development
- ❑ More global in nature, particularly with on line offerings

Leading Your Educational Team

- ❑ The Performance Formula
- ❑ A Proven Performance Process
- ❑ Two Tips for Effective School Leadership
- ❑ Empowering Your Employees

The Performance Formula

? x ? = PERFORMANCE



A Proven Performance Process

ARTICULATE > COMMUNICATE > DEMONSTRATE >
INTEGRATE > CELEBRATE = MOTIVATE



Two Tips For Effective School Leadership

1. Be a Resource and a Coach
2. Empower Your Employees

Empowering Your Employees

- ❑ CLARIFY EXPECTATIONS, ROLES AND RESPONSIBILITIES
- ❑ IDENTIFY RESOURCES AND PROCEDURES
- ❑ GIVE CONSTRUCTIVE FEEDBACK
- ❑ FOCUS ON ACCOUNTABLE OUTCOMES, NOT PERSONALITIES

Empowering Your Employees

- ❑ DEVELOP TEAMWORK BY SUPPORTING TEAM DECISIONS, BUILDING TRUST, EXPANDING ROLES, MAINTAINING CHECKPOINTS, UTILIZING DIFFERENCES
- ❑ PRAISE THE SMALL STEPS ALONG THE WAY
- ❑ DELEGATE AS OPPOSED TO DUMP