



Vermont
Superintendents
Association

**VERMONT
SCHOOL
BOARDS
ASSOCIATION**
Great Governance, Excellent Education, Strong Communities

Supporting High Quality Educational Leadership

An Initiative of the VSBA & VSA

The VSBA and VSA will develop and provide high quality programs and resources to help districts prepare, recruit, support and retain effective superintendent leaders in the following ways:

Superintendent Leadership Academy/Board Chair Training

Providing foundational skills and knowledge to effectively fulfill the role of superintendent and board chair



Recruitment and Selection Process

Connecting talented leaders with communities seeking a superintendent



Employment Agreement and Position Description

Clarifying goals, expectations and working conditions through the contracting process



Roles and Responsibilities and Operating Norms

Providing regular opportunities to instill and reinforce proper roles and responsibilities and develop strategies to assure mutual accountability



Superintendent Evaluation

Ensuring an annual performance evaluation assesses progress on the goals and expectations



Exit Interview

Providing an opportunity for the parties to share reflections about opportunities to strengthen the leadership support system within the district when a leader departs