

Guidance for creating a strong team

The “Strategic Planning Team” of each school system consists of the Cabinet (i.e., the Superintendent and her/ his direct reports), 1 aspiring leader, and 1-2 board members.

- This Strategic Planning Team will participate in regular professional development sessions, work with the system’s TA partner to complete deliverables offline, and participate in system-level Steering Committee (“SteerCo”) meetings to discuss and align on deliverables.
- One member of the SteerCo will act as the “Project Manager.” The Project Manager has the skill set often held by a school system’s Chief of Staff, including:
 - Visibility across the whole organization.
 - An orientation towards action and decision-making.
 - The gravitas to influence all members of the SteerCo and marshal resources from across the organization.
 - A track record of successfully completing “special projects” that cut across departments, and thus require coordination with more than one member of the Cabinet.
 - The ability to manage multiple workstreams.
- A high-potential principal or central office staff member from outside the Cabinet will participate as an “aspiring leader” alongside the Strategic Planning Team/ SteerCo.

