

# Supporting Leaders and Teams Through Intentional Staffing

A NASS Leadership Lens

Quote:

“People stay where they feel supported.” — Unknown

Narrative Reflection:

Staffing does not end when contracts are signed. Ongoing support, clarity, and connection determine whether leaders and teams thrive. Superintendents influence retention and effectiveness by how they show up for the people they lead.

Intentional staffing includes onboarding, coaching, and regular communication. When leaders feel supported, they take appropriate risks, collaborate more effectively, and stay committed through challenges. When support is inconsistent, even strong leaders can feel isolated.

Supporting people is not micromanagement—it is stewardship. Thoughtful leadership creates environments where individuals and teams can do their best work.

## Leadership Toolkit: Supporting People Well

- Provide clear onboarding and expectations
- Maintain regular check-ins with leaders
- Normalize learning and growth

## Reflection Prompt:

Who on your team would benefit most from additional support right now?

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