



Welcoming New BOE Members to Your Team

In schools we're fortunate to have two times to celebrate a "new year" in August/ September and in January. Biannual school board elections and seating of new members provides you, as Superintendent, an opportunity to introduce, reaffirm, and restate your aspirational team goals for the future at a mid-year Board meeting.

To welcome newly elected Board of Education members in January 2023, take time to meet each member personally if you've not already done so. While the Board is responsible for managing itself and may have a formalized handbook and mentoring practices in place, it is a great opportunity to consider the addition of new members as the time to re-educate the entire Board and Community on the District's established Vision, Mission and Goals.

It is also a great time to seek out Board training opportunities through your state school board association or your legal team to ensure all are starting out understanding roles, responsibilities, and appropriate actions.

As a Superintendent of Schools, you'll build relationships with the individual members of your Board of Education, as well as with your entire governance team. The Superintendent/Board Relationship is critical for the longevity of a Superintendent's tenure as well as for the stability of the District, its employees, students and families.

Take time to interview each of the new members so that you learn more about them personally and provide introductions of the new members in your next District newsletter.

Ensure that you have headshots as well as Oath of Office images for posting to launch the new member(s) successfully. Whether your team creates a Resolution/Oath to recite at a formal meeting, or your city hosts a swearing in opportunity, or your state has a formalized Oath, this is a great opportunity (Insert sample Oath of Office statement) to celebrate the beginning of this new era and tenure for the elected team. The Oath also outlines the duty to fulfill the optimal potential of the school system through student academic success - reminding all that our work is greater than a single person's agenda and is a weighty responsibility to keep in mind overarching direction rather than day to day tactics.

As your newly convened Board Team meets in January, a team photo is also helpful to have on hand for website and/or article postings.

As the leader of the District and sole employee of the Governance Team, it does fall to each of us as Superintendents to launch the new team successfully. At NASS, we're looking forward to hearing from members on their ideas and strategies to launch a new BOE team. Please send your submissions to info@NASS.us.

By Dr. Jill Gildea
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