

**KEY PILLAR 4: LEADERSHIP AND GOVERNANCE****PRIORITY AREA 4.2 Teamwork, Culture of Support**

Goal 4.2.A. Foster a culture of teamwork and unity among the Board of Education, district administration, and staff to strengthen communication, governance, and execution of school initiatives in alignment with the district's strategic vision and community values.

Strategy/Action	Champion (person(s) responsible)	Performance Measures	Resources Needed/Source of Funding	Start Date	Completion Date
4.2.A.a. Pursue statewide recognition for Effective Governance as the Board works towards the Governance Award through the Missouri School Board Association (MSBA) to highlight and reinforce exemplary board leadership and collaborative governance practices.	Board President Superintendent	Review of Awards Requirement Checklist	N/A	Fall 2025	Spring 2026 April 13, 2026 and annually thereafter
4.2.A.b. Implement a comprehensive onboarding program for newly elected board members to ensure clarity of roles, review of district operations and policies, and collaborative norms. Include orientation sessions with District Office Departments.	Superintendent	Orientation checklist/agenda	N/A	Spring 2026 Each April/May for new board members	Spring 2026 Ongoing
4.2.A.c. Facilitate joint leadership retreats with the Board of Education and District Administration to reflect on strategic priorities and district performance, deepen understanding of each group's perspectives and roles, build trust and collective ownership of district goals.	Superintendent Executive Cabinet Board of Education	Retreat agenda, sign-in sheet, and meeting summary	N/A	Fall 2025	Spring 2026 Three per year



Strategy/Action	Champion (person(s) responsible)	Performance Measures	Resources Needed/Source of Funding	Start Date	Completion Date
4.2.A.d. Communicate and celebrate progress with updates on teamwork-focused initiatives through internal newsletters, board reports and staff recognition. Highlight examples of collaboration and shared successes across stakeholder groups to reinforce desired culture and behaviors.	Superintendent Communication Director	Board reports, newsletters	N/A	Fall 2025	Fall 2026 Ongoing

