

**Newburyport Public Schools
School Committee Retreat**

Saturday, January 6, 2024

10:00AM – 3:00PM

**Rupert A. Nock Middle School - Library
70 Low Street
Newburyport, MA**

AGENDA

- I. Welcome / Opening Comments / Introductions
Mayor Sean Reardon / Vice Chair Sarah Hall
- II. Overview of School Committee Roles, Conflict of Interest Issues, and Communications
- Presentation by Michelle McNulty, Esq., of Murphy, Lamere & Murphy
 - Q & A with Michelle
 - Discuss consolidation process of school / city position

**** lunch break ****

- III. Leadership Workshop (attached)
- Dr. Anthony Bent, Facilitator
 - Leadership consultant for school committees, superintendents, and administration teams
- IV. School Committee SMART Goals Review
Vice Chair Sarah Hall

Attachments: Leadership Workshop Agenda
The Leadership Hourglass

NEWBURYPORT SCHOOL COMMITTEE
School Committee/Superintendent Workshop
January 6, 2024

People need to be reminded more often than they need to be instructed.

(Samuel Johnson, English author, critic, and lexicographer (1709-1784))

If you could get all the people in an organization rowing in the same direction, you could dominate any industry, in any market, against any competition, at any time."

(CEO to Patrick Lencioni in The Five Dysfunctions of a Team.)

We are not necessarily thinking machines. We are feeling machines that think.

(Antonio Damasio- neuroscientist in Dare to Lead, Brené Brown)

I. Convening (12:30)

- a. Welcome: Sean Reardon/ Sarah Hall/ Sean Gallagher
- b. Quotes
- c. Comments on Leadership
- d. Pixie Dust and Change

II. The School Committee: Who are we? (12:45)

- a. Introducing/Reintroducing the members

III. Roles and Responsibilities: Who decides (1:15)

- a. The School Committee: The BIG THREE (MGL. 71 Section 37) PLUS 2:
 - i. The Superintendent
 - ii. Budget
 - iii. Policy
 - iv. *Goals and Advocacy?*
- b. The Superintendent:
 - i. Manage the system (MGL. 71 Section 59)
 - ii. Implement school committee policy
 - iii. Adhere to State and Federal Laws

IV. The Leadership Hourglass (1:30)

V. How we work together? (1:50)

- i. School committee as team
- ii. Continuous Improvement
- iii. Self-Assessment

VI. Concluding Comments/Next Steps (2:25)

- i. Sean Reardon
- ii. Sarah Hall
- iii. Sean Gallagher

VII. Adjournment (2:30)

THE LEADERSHIP HOURGLASS

A HUMANISTIC VIEW OF SCHOOL COMMITTEE LEADERSHIP: BUILDING CAPACITY - WORKING THROUGH OTHERS

- 1) Seeing success as the attainment of organizational goals in service of children
- 2) Holding student-centered values as the basis for all decisions
- 3) Understanding governance versus operations
- 4) Listening to opinion more than giving it
- 5) Seeing the importance of relationships
- 6) Saying Yes as often as possible
- 7) Respecting all constituencies
- 8) Laughing a lot
- 9) Assuming good intentions
- 10) Modeling desired behaviors
- 11) Celebrating the work in the field
- 12) Practicing often the decorum of held dignity
- 13) Allowing space for multiple member perspectives
- 14) Making the tough decisions with respect and sensitivity
- 15) Supporting human resource activity in the district as “job one”
- 16) Believing that leadership is fundamentally an expression of caring and love