

SUGGESTED DISTRICT COMMITMENTS

The Base Camp and Leadership Summit experience can be transformative for schools and districts. However, it is not a silver bullet. GLISI finds that there are particular **district conditions** present when team participation in Base Camp and Leadership Summit is **likely to have the greatest impact**:

- ▲ Sustained district focus on clear narrow goal/s
- ▲ Clear two-way communication channels among district leaders, school leaders, and teachers
- ▲ Well-defined purpose and expectations set by the superintendent for how work of the Base Camp and Leadership Summit team is connected to high priority goals in the district
- ▲ Specific staff members assigned responsibility *and authority* for leading improvement initiatives, including the Improvement Implementation Coordinator (IIC)
- ▲ Defined accountability measures and checkpoints for ensuring work progresses

TIPS ON SELECTING TEAM MEMBERS

- ▲ All first-time teams, or teams with a new superintendent, must be led by the superintendent for the full duration of Base Camp and Leadership Summit;
- ▲ All returning teams must be led by a superintendent, other central office leader, or principal and have one member assigned as Improvement Implementation Coordinator;
- ▲ Consider selecting team members that fit one or more of these criteria:
 - Considered leaders by their peers;
 - Want to improve their practice, whether as teachers, school leaders or district leaders;
 - Have demonstrated leadership in some aspect of their practice;
 - Are very familiar with school and district improvement plans and processes;
 - Bring fresh perspectives, such as leaders who are new to the district or school;
 - Bring institutional knowledge, such as leaders who have stayed through periods of churn;
- ▲ Consider inviting “non-instructional” leaders to be part of the team, such as business office managers, facilities leaders, post-secondary partners, other district partners such as Communities in Schools, and members of the board of education;
- ▲ Many teachers and leaders feel this opportunity is an honor and a privilege, so keep in mind how participation can be a reward, recognition, and incentive for growth;
- ▲ Above all, communicate to each team member *why* you selected them for this team, and what your expectations are as a result of their participation