

Hardwire Your District for High-Performance

Learn What the Best Superintendents Do Differently

Why do some districts make progress when most don't? EAB has spent six years studying how successful districts tackle today's most pressing challenges - early literacy, student mental health, teacher retention. Beneath every success story we found an organization that was hardwired for change. Superintendents were the architects of those systems, and many cite building organizational capacity for change as their most important, impactful work.

Now, we're using our research to build a nationwide community of change architects: superintendents working together to build school systems ready to tackle any challenge.

How We Help Superintendents Build an Engine for Change



Define the requirements for high performance

EAB's Blueprint for a High-Performance District equips superintendents to build team-wide understanding of the requirements for an effective system



Assess your alignment and where to focus next

EAB's annual maturity and alignment diagnostics help each district define where to focus and how their practices compare with peers nationwide



Learn directly from innovative leaders across the nation

Quarterly case study forums engage superintendents in discussion about how the most innovative thinkers are approaching capacity building and strategy



Embed best practices across your leadership team

EAB experts lead facilitated exercises to help your team embed the most effective practices into their work

Assess Your Team's Readiness to Drive Change

Take the self-assessment then join us in-person for the 2024 Executive Roundtables, April – June 2024.

Contact us at eab.com/k12 to register.



Instructions

Assess yourself across each category to identify where your district is strongest, and where your biggest opportunities lie.

Scoring Key

0 = No
 1 = Sometimes
 2 = Yes (systematically)

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The Eight Hallmarks of a High-Performance District

Is Your Team Ready to Tackle Today’s Complex Challenges?

Shared Vision and Goals

- Our leadership team has a written, unified definition of success for the district
- We have a consistent process for prioritizing issues and initiatives
- Our school board is aligned with and supportive of our leadership team’s priorities

Role and Ownership Clarity

- Our leadership team’s job descriptions are clearly written and well-defined
- We define the role that each individual will play in decisions and initiatives
- We have established clear parameters for when to say no to requests

Hardwired Accountability

- We consistently assign success measures to tasks and initiatives
- We consistently assign fidelity measures to tasks and initiatives
- We provide transparent reporting on progress made toward strategic objectives

Balance of Districtwide Standards and Autonomy

- We define non-negotiables for each initiative
- When setting non-negotiables, we communicate the rationale
- We clarify and communicate where and when individuals have autonomy

Data-Informed Decisions and Actions

- We have clear policies for the use and management of data
- Our teams define which data will be used to inform each decision
- We identify and address data silos to ensure district-wide access to information

Outsized Investment in Leadership Capacity

- We have clarified the skills needed to be successful in each leadership role
- We provide all leaders with training on the skills defined for their role
- We have established shared norms and practices to enable effective collaboration

Continuous Focus on Employee Engagement

- We have a systematic process for identifying and addressing issues affecting staff morale
- We engage teachers in shaping implementation strategies for new initiatives
- When asking employees to take on new tasks, we find ways to reduce other work

Culture of Innovation and Shared Learning

- We reach out to other districts to learn how they are tackling current challenges
- We have processes for identifying innovations being developed within the district
- We regularly share out examples of innovation occurring within the district

Total Score / 48

Improve Your District’s Capacity for Change

Connect with our team and register for the 2024 Executive Roundtables at eab.com/k12