



Collaborative Leadership

The leadership partnership that ensures clear governance delineation, aligns resources and policies, and maintains operational coherence to support the school's mission, vision, and long-term sustainability

Head of School

- Oversees the management of staff, programming, facilities, and resource allocation
- Establishes transparent communication channels and decision-making processes with the board
- Leads the community through transitions—whether strategic, leadership, or cultural—by leveraging the expertise of trustees and operational teams

Board of Trustees

- Selects head and defers management of operations
- Sets the conditions for ethical governance, ensuring systems support head and strategic & operational priorities
- Partners with head to oversee strategic targets, financial planning & investments, and major policy decisions



Key Questions

Which of the following key questions should be prioritized for deeper discussion within our board this year?

- Are board and head roles clearly defined and mutually respected?
- How effective and transparent is communication between the board and head?
- How do we ensure trust, alignment, and shared leadership?
- Do our meeting agendas balance oversight and strategic dialogue?
- How do we prepare and support the board chair and committee leaders?
- Are we modeling ethical governance practices (conflict of interest, confidentiality, unity of voice)?

Key Topics

Which of the following areas would benefit from further discussion to strengthen the governance competency of **collaborative leadership**?

- Role and responsibilities of the Executive Committee
- Use of consent agendas for efficiency
- Purpose and protocols of executive sessions
- Board chair/head partnership practices
- Clear delineation between governance and management
- Norms for communication between board and head
- Unified voice and confidentiality expectations
- Role clarity in policy establishment (board vs. head)
- Onboarding and mentoring new trustees

