



Setting the Tone at the Top

NMSBA Leadership Forum – Cloudcroft, NM



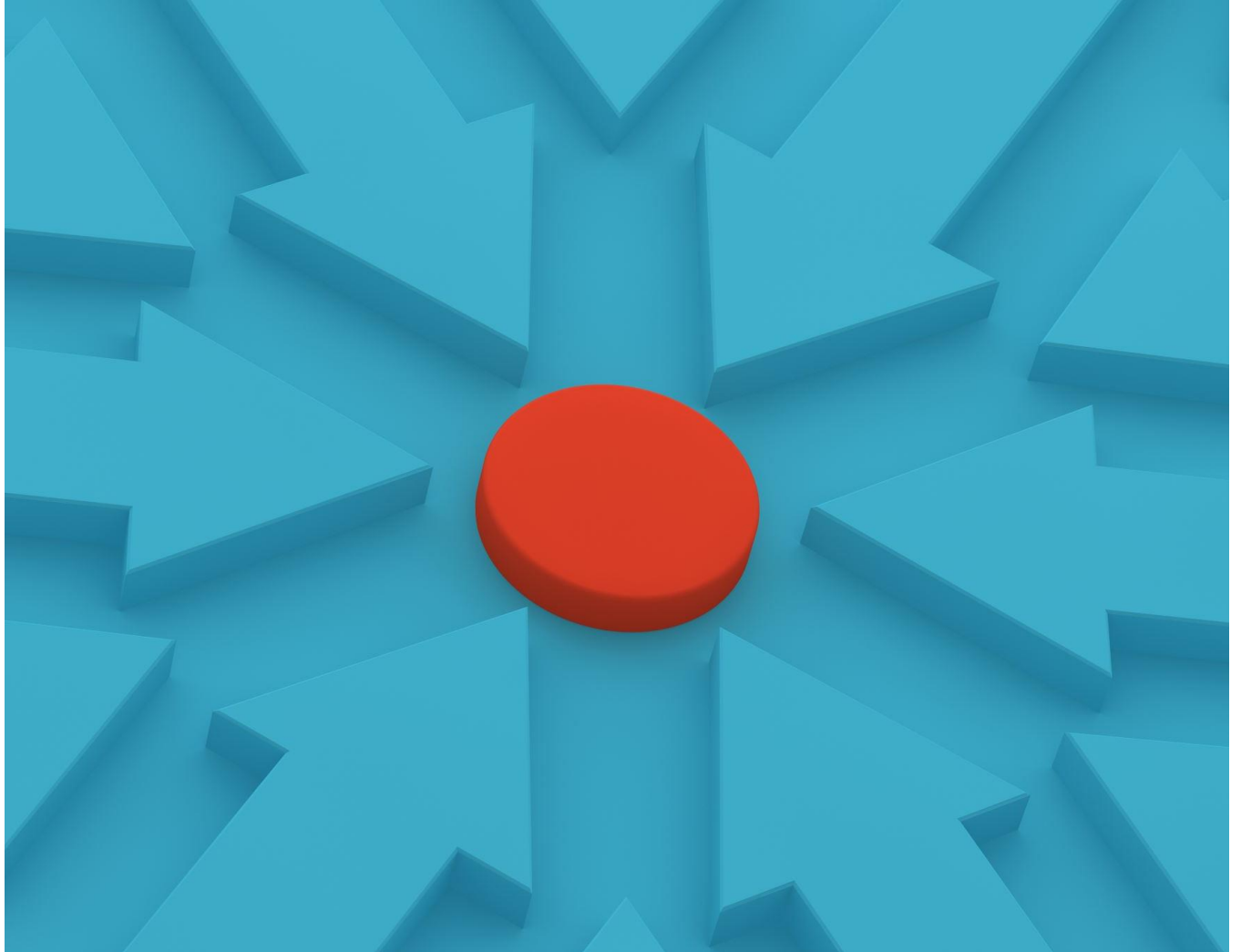
Leadership

What does this mean to you?



Define Leadership-

- ✓ Leadership is the ability to decide what has to be done, and then get people to want to do it! President Dwight Eisenhower
- ✓ Leadership = the action of leading a group of people or an organization.
- ✓ Management = the process of dealing with or controlling things or people.



Moral Principles that govern a person's behavior

- Why is this important?
- How does this pertain to your position?
- Where does trust fit into the equation?



Character & Ethics

Communication

Who should communicate with who?

- Effective Communication Skills
 - Transparency
 - No dumb questions
 - Having hard conversations
- Collaboration & Teamwork
 - Be a part of the team
 - Bounce ideas off one another
 - Two heads are better than one
- Engagement & Encouragement
 - Listen with intent = Active listening
 - Give words of Praise Often
 - Give words of Appreciation Often

Internal Controls

MANUAL OF PROCEDURES PSAB SUPPLEMENT 2 INTERNAL CONTROL STRUCTURE

Each school district is responsible for establishing and maintaining an internal control structure including policies and procedures and is also responsible for ensuring that the school district complies with laws and regulations applicable to state and federal programs.
(Section 22-1-1, NMSA 1978; 6.20.2.11, NMAC)

Tell your District's Budget Story

- Strategic Plan should be the driver –these are the important factors
- Live within your means- enrollment trends are a must
- Adhere to Legislation
- Establish Cash Reserve Goals
- Prioritize cuts when you don't have any
- Pay attention to Audit Findings
- Transparency

Why should you develop your leadership philosophy?

- Communicate personal and professional values
- Communicate the standard for performance and behavior
- Communicates your personal/professional standard
- Start by defining who you are and what is important to you.
 - Personal Values
 - Professional Values
- Can you effectively lead others if you have not examined and determined your standards?
- Would it be easier for people to follow a leader that has defined and communicated their standards?

Leadership Philosophy of Terry Dean

- Major Core Values
 - Relationships
 - Integrity
 - Professional
 - Team
- It is not an easy task to define yourself.
- There is not a set format that you have to use. Be creative.



Thank You

Terry Dean , Executive Director



Claire Cieremans, Dir. Of PD



Terry@nmasbo.org/claire@nmasbo.org



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