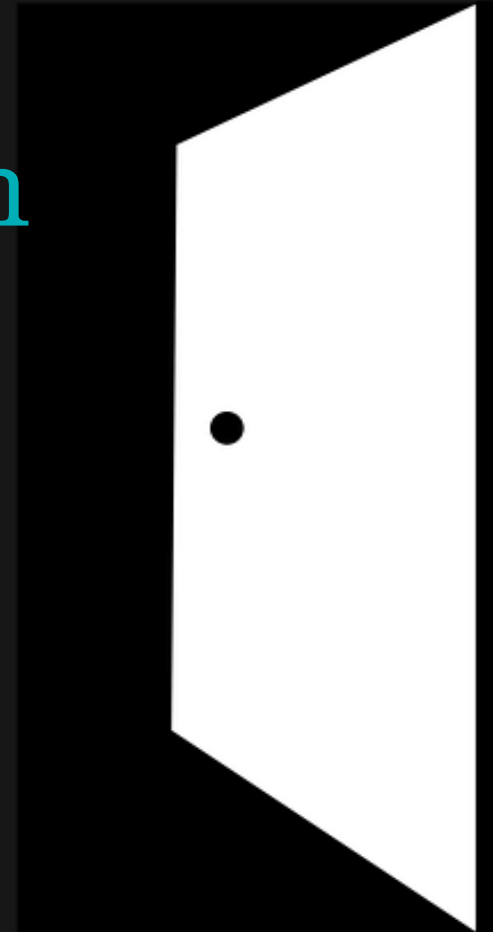


Out the Door: What We Can Learn from Abrupt Departures from Headship

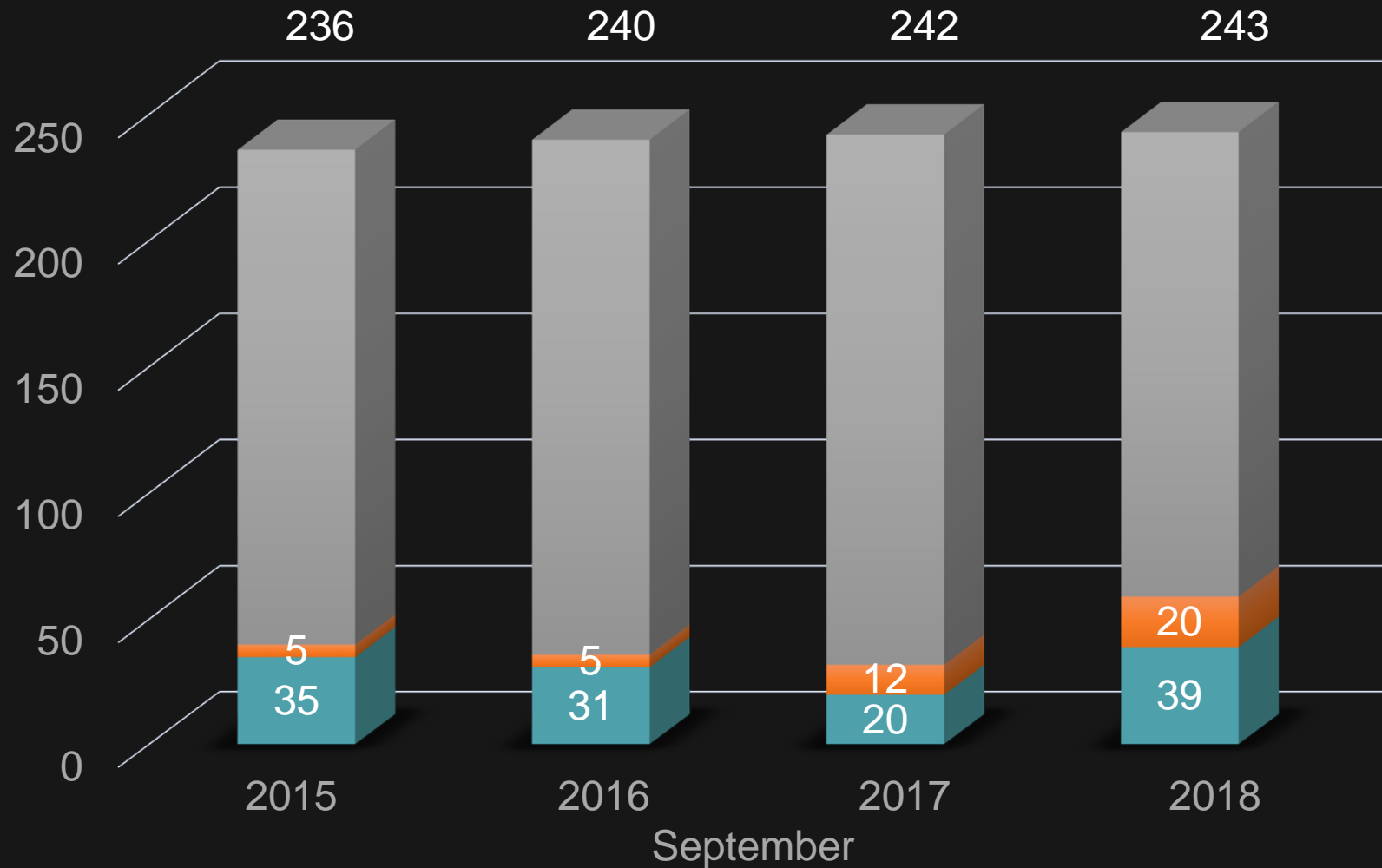
Special Session for Board Chairs & Heads

Claudia Daggett, ISACS Executive Director
ISACS Trustee Day
Thursday, November 8, 2018
Cobo Center, Detroit



Data

ISACS Headship Departures Typical Timetable & Abrupt



Impact

“The rash decision to fire the head halts institutional momentum and generates constituent anxiety that weakens the school....

Discarding a head of school, instead of engaging constituents in a carefully managed transition process, can tear the fabric of relational trust that holds the community together.”

-- Lee Quinby, Executive Director, Colorado Association of Independent Schools

Theories

labile landscape

unrealistic expectations

enrollment management & financial sustainability stressors

generational shift

the Yelp effect

failure to fully embrace
a partnership model

Remedies

Recommendations

1. Avoid creating an emergency.
2. Develop board-head agreements on meaningful goals and metrics to assess progress.
3. Cultivate empathy and trust.
4. Establish a regular practice of board education and shared self reflection.
5. Grow leaders better able to thrive.
6. Improve head search and entry processes.

Resources

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