

“Balancing our community’s expectations of fiscal responsibility and attending to all student needs demands a comprehensive understanding of our students, budget, and our bargaining units’ goals. ACSA’s Targeted Assistance Program is assisting our District Negotiations Team in the development of the necessary skills and strategy to communicate and act on our commitment to our community’s expectations and our students.”

- Lisa Andrew, Superintendent, Hollister USD



TARGETED ASSISTANCE
consulting

60%
Percentage of involuntary superintendent turnover

3.18 years
Average length of tenure for current superintendents in large urban schools

45%
Superintendent turnover in small districts



TARGETED ASSISTANCE
consulting



Why Choose ACSA's Targeted Assistance Consulting Solutions?

■ EXPERTISE ■ EXPERIENCE ■ RESULTS

ACSA's Targeted Assistance Consulting Solutions is designed to enhance the superintendent's ability to leverage resources to meet the goals of the Local Control and Accountability Plan (LCAP) in two critical practice areas:

LABOR RELATIONS AND BARGAINING:

Building Vital Knowledge, Courage and Confidence from proposal to agreement

Fiscal review and solvency, preparation, and experience in the areas of labor relations and bargaining are essential to student achievement. A team of skilled negotiators will work with you to build the following:

- Fiscal Analysis and Contract Review
- Review, analysis and development of the District Bargaining Proposal
- Direct assistance at the bargaining table

GOVERNANCE: LEADERSHIP FOR SUCCESS

Advancing effective superintendent relations with the board:

The ability of a superintendent to use the governance structure to lead for equity is key to student success. Strategies to work collaboratively with the school board to engage in community building and shared decision-making and to skillfully navigate a school district's often-turbulent political waters are essential. Our team of experienced district leaders, partners, and industry experts will work side by side with you to strengthen relationships to work collectively with your school board. ACSA's Targeted Assistance Program offers the following services in the area of governance:

- Developing practices to create a partnership of professionalism and ethical standards, trust and efficiency with clearly defined roles
- Developing a common vision with clear goals, targets, outcomes and a monitoring system
- Developing a formal superintendent evaluation process focused on student performance and board expectations.

ACSA has the experience to help...

contact Tom Armelino at **916.329.3811** or **tarmelino@acsa.org** or visit our website at **www.acsa.org/targetedassistance**