

# TARGETED ASSISTANCE CONSULTING

- Ongoing, honest, confidential support
- Collaborative problem solving
- Responsive and specific feedback
- Superintendent-centered



A large blue rectangular graphic containing the Targeted Assistance Consulting logo at the top. Below the logo, the following statistics are displayed in large, light blue font: '60%' with the text 'Percentage of involuntary superintendent turnover' to its right; '3.18 years' with the text 'Average length of tenure for current superintendents in large urban schools' below it; and '45%' with the text 'Superintendent turnover in small districts' to its right.



# Why Choose ACSA's Targeted Assistance Consulting Solutions?

■ EXPERTISE ■ EXPERIENCE ■ RESULTS

ACSA's Targeted Assistance Consulting Solutions provides real time one on one support for superintendents. Consultation is provided by experienced and successful Superintendents, CBOs, and Assistant Superintendents with a broad range of expertise and experience in the areas of Board Governance and Labor Relations/Negotiations.

## 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...

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