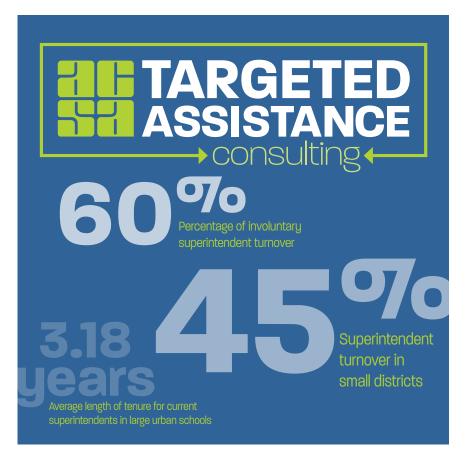
TARGETED ASSISTANCE CONSULTING

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









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...

contact Frank Adelman at fadelman@acsa.org or 530.339.0930 or Trudy Arriaga at tarriaga@acsa.org or 805.766.3377. Visit our website at www.acsa.org/targetedassistance