



Washington Center School Strategic Plan

Leadership

In order for schools to become true learning organizations, they must put into place a formal leadership infrastructure that allows necessary improvements-from within the organization and supported outside of the organization. A quality leadership infrastructure emphasizes the prevention of problems (such as student failure) as opposed to short-term fixes or the covering up of problems, and focuses on the creation of a learning organization that encourages everyone to contribute to making school have a cumulative, purposeful effect on student learning.

Before a meaningful and useful leadership infrastructure can be put into place, there must be an agreed upon purpose for the school; an understanding of the values and beliefs about teaching and learning held by the individuals who make up the school; a mission; and there must be a clearly defined vision *shared* by these individuals.

Systematic school improvement requires understanding and implementing many new and interrelated components at the same time. Shared decision-making and site-based management are structural approaches to school leadership that, when used in conjunction with each other, allow individuals within the organization to create and maintain an effective learning organization.

The evolving roles of the school leaders and teams are extremely important in developing and maintaining a leadership infrastructure that will ensure the comprehensive implementation of the school vision. The school leadership structure must look like the school vision.