



# What do you tell your board?

Getting “happy feet” even though you are working with a wonderful and supportive board usually creates a big problem. How do you break the news without doing damage to your relationship or hurting the feelings of people who have become personally important to you?

It is an important professional courtesy to inform them. Imagine having them learn you are applying to other districts from another source. “Hurt” and “lack of respect” come to mind.

A wise old U.S.C. professor once shared helpful advice. According to him, most superintendents reach their potential to

significantly stride forward after 5 to 7 years in a district. Obviously there are many exceptions, but the underlying notion offers a viable rationale for moving on.

Explain that even though it can be difficult, it is a given in our profession there comes a time when it is our duty to hand off the district to new leadership. Although you have given your all and made tremendous strides working with this board, only fresh eyes and new ideas can truly take the organization to the next level.

That’s your story. Put it in your own words and stick to it. If you have something better, use it!