

# SUCCESSION PLANNING

## KEEP YOUR COUNCIL STRONG YEAR AFTER YEAR

Establishing a successful school council takes a lot of work. Volunteer parents work hard to develop strategies and plans to support the students in their school. To make sure that those plans come to fruition, effective succession planning is vital.

School council officers should begin discussion early with members who are interested in playing a leadership role by introducing the officer roles and responsibilities to them.

Part of being an effective leader is to empower those that will succeed you when the time comes.

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BUILDING A SUCCESSFUL

# SCHOOL COUNCIL

PRODUCED BY:  
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# RECRUITING SCHOOL COUNCIL MEMBERS

The best way to recruit new parents to a school council is for current members to talk about why they joined the council. Take every opportunity to talk to parents about the great work that your council does to support student achievement in the school. Even if the council has only made small steps towards their goals, let parents know what a valuable role they would play in reaching these goals. Talk about their interests and talents and how they see themselves playing a role on the council. Let parents know that the commitment can be as little as a couple of hours a month or as much time as they can contribute. **Most of all, make them feel WELCOME !**

## RETAINING SCHOOL COUNCIL MEMBERS

*Keeping parents coming back !*

It is often the case that the first school council meeting brings out a good number of interested parents. The challenge is always how to keep them coming back to subsequent meetings. To keep parents engaged, each meeting must offer them something of value. They must walk away from a meeting feeling they have learned something or contributed to something that will improve the learning experience of the students at the school. It is imperative to make everyone feel that they have a voice at the table by inviting them to comment or to introduce new ideas for the council to consider. Try to have each agenda offer something where parents of every grade level can be part of the discussion.



### QUICK TIPS:

- Good communication with council members (get those agendas out early)
- An atmosphere of mutual respect
- Encourage newcomers to take part
- Support diverse parents where English is the second language
- Have meetings that offer something of value to members i.e. speaker on saafe schools, EQAO, review of the school learning plan etc.
- Develop sub-committees that can accomplish most of the work outside a regular meeting so it doesn't become all that the council discusses i.e. fundraising
- **THANK EVERYONE WHO ATTENDS AND WORKS ON BEHALF OF THE COUNCIL**