



Clovis Unified School District

Doc Buchanan
Leadership Academy

Lead Through Relationships

Read the following quotes from former Superintendents Dr. Walt Buster and Dr. Janet Young, and discuss one of the following prompts.

“Leadership is both a science and an art. It’s the science of creating and articulating organizational vision, core values, and standards. It’s also the art of building relationships.... Leaders must remember that they are in the people business, and effective leaders are those who work daily to build strong and positive relationships with the people who make up the school district. Historically, Clovis Unified has taken care of its people (students, staff and families) and, in turn, these very people have helped take care of Clovis Unified.” – Janet Young, Ed.D. (Superintendent 2011 – 2017)

“Leaders are held to high standards. However, the leader in Clovis Unified also has to be a relationship builder. Slogans like, ‘It’s people not programs’ require Clovis Unified leaders to be listeners, team players and kind – all within a very focused and high performing organization.” – Walt Buster, Ed.D. (Superintendent 1995 – 2002)

Emerging Leaders (101): Ask participants to show by raising their hands if they worked under Dr. Buster or Dr. Young and ask for a volunteer to share relational qualities that they saw exemplified in their leadership.

Established Leaders (201): Dr. Buster referenced the unique dichotomy required of Clovis Unified leaders to hold to high standards and high performance while also building strong relationships with the people you lead. How does a leader hold a team to high standards while also developing strong relationships that recognize the humanity of their team?

Tenured Leaders (301): Dr. Young said, “Leadership is both a science and an art. It’s the science of creating and articulating organizational vision, core values, and standards. It’s also the art of building relationships.” What systems do you have in place that promote both the art and the science of leading your team?