

EDUCATION LEADERSHIP

School districts today are challenged with balancing the ever increasing cost of education with the fiscal reality of decreasing revenues due to reduced state aid and lower property values. HB Solutions' Education Leadership consultants offer the following services to help New York state school districts and superintendents effectively economize while they educate:

Board of Education Consultation and Training

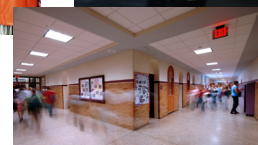
- Board/Superintendent Roles and Responsibilities
 - In general and in conflict situations
 - New school board member orientation planning
- Board Work
 - Goal setting and reporting
 - Self-evaluation
 - Superintendent evaluation
 - Policy development and review
 - Communications/public relations

Onboarding: Superintendents/Assistant Superintendents/Administrative Staff

- Topic Specific Trainings
 - New York state reform agenda
 - APPR
 - Staff evaluation and staffing
 - Planning budgets in times of declining resources
 - Capital project/repair reserve planning
 - Establishing and use of reserves
 - Garnering community support for budgets
- Collective Bargaining Consultation
 - Contract and cost analysis
 - Proposal development
 - Strategic advice

Superintendent Consulting

- Staffing Projections During Times of:
 - Declining enrollment
 - Instructional program reductions
 - Layoff/recall
- District Administrative Organization Studies
- Staff Evaluation
- Analysis and Advice on Labor Management Relations
- Investigations
- District Budgeting



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HB SOLUTIONS LLC was established to provide non-legal services to clients. HB Solutions is a consulting affiliate of the HARRIS BEACH PLLC law firm. Founded in 1856, Harris Beach is one of the largest law firms in New York state and works with *Fortune 500* corporations, educational institutions, privately-held companies, emerging technology businesses, not-for-profit organizations, municipalities, and individuals.

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