



Richmond County Superintendent Leadership Retreat Agenda

June 23-24, 2026

Retreat Outcomes:

- **Cultivating High-Value Support:** Strengthening the partnership between central office and school leaders to ensure every campus has the responsive resources needed to meet its goals.
- **Data-Informed Improvement:** Reviewing feedback from our school communities to optimize organizational efficiency and remove barriers to student success.
- **Coherence & Accountability:** Aligning our collaborative action plans directly with the targets of the RCSS Strategic Plan to guarantee measurable, system-wide results.

Day 1: Strengths, Role Perspective, Ideal Future

- Connect individual strengths and personal whys to collective capacity
- Deepen appreciation and empathy for district and school leader realities to support cross collaboration
- Envision and design a strong district and school partnership with systems of effective support

Day 1 Agenda

AM Learning: 8:30am-12:00pm

- ☐ My Richmond County Why
- ☐ Strengthsfinder Analysis
- ☐ Empathy Journey Mapping
- ☐ Break
- ☐ Our Ideal State
- ☐ Lunch

PM Learning: 1:00pm-3:30pm



- ☐ PM Energizer: This or That
- ☐ Cross Functional Team Planning
- ☐ Potential Analysis
- ☐ Break
- ☐ Gallery Walk
- ☐ Department Huddle
- ☐ Closing Moves

Day 2: Principal Realities, Mindsets, and Clear Next Steps

- Examine principal realities and central office perception data to optimize partnership opportunities
- Explore how a multiplier mindset can support cross functional partnership
- Develop clear and actionable cross functional plans that are aligned and support the RCSS strategic priorities

Day 2 Agenda

AM Learning: 8:30am-12:00pm

- ☐ Stir The Room Connector
- ☐ Data Analysis & Action Planning
- ☐ Break
- ☐ Multiplier Mindset
- ☐ Lunch

PM Learning: 1:00pm-3:30pm

- ☐ Community Agreements Check-in
- ☐ Prototype Building- Milestone & Stakeholder Mapping
- ☐ Break
- ☐ Feedback Protocol
- ☐ Cross Functional Team Plan Refinement
- ☐ Impact Check Reminders
- ☐ Closing Moves