



Consulting with Rooted Schools The 2015-2016 School Year

Consulting is built on relationship and trust. We would love to get to know you through conversation, email, or preliminary visits to see how we might work together. Any question you want to ask is “fair” as we explore a potential consulting arrangement. Don’t hold back.

Our primary goal is to help you succeed as a school and as an individual. We will explore your needs and goals. And, we will always make sure we can help you before we agree to an arrangement; if we can’t, we will help you find someone who can help you. There are “exploratory” options that would help your school and help us see if further consulting would be good, such as a survey visit.

Generally, consulting support can be tailored to your specific situation and need. Below are some standard options. Please ask if you have a different need or approach that would work better for you.

Options:

1. **Survey Visit.** A time on campus to observe and study your school and provide an overall impression and evaluation. A written report is provided, as well as personal debriefing. Preliminary information you provide and internet information are used, as well as a focus on any specific areas or concerns you might have. Typically one to two days on campus, with additional time for pre-visit research and follow up.

This is a great way to give you an understanding of your school based on a solid look and impressions from an experienced, objective observer. And, to help you consider where to spend more time, or if a concern or strength is what you think it is.

2. **Project Completion.** You may have times when you either cannot get to a project to complete it in a timely manner or you need other eyes and experience to help move the project along. Projects can be items like accreditation support, new policy manuals, research for an added program, or a professional development plan. It can be addressing a situation like new dress code, implementation of a plan for biblical worldview, or to help your team overcome obstacles.

Any specific item that needs finished is worth asking about. Or, that you need an outside person to propose or finish due to relational reasons. Maybe you just need one thing off your plate. Time will vary based on project.

3. **Support Data.** Sometimes you need other eyes to either look at a situation or look at information. For example, if you are concerned about a program or a person, we can study, observe, and give you data that might help you move forward based on an experienced assessment. This can be done unobtrusively and in ways that the goal is not known publicly. We will provide written information on what we find, as well as suggestions for next steps if desired.

- 4. Coaching.** Coaching is personal support for you or another employee or group, usually with an assessment of “where you are” in relation to “where you want to be.” Then, suggestions on how to move forward and answer “what’s next?” Time and follow up vary according to need.

This personal support can address being “stuck” if it is difficult to move forward either professionally or personally. It can be simply helping you know the direction you should go in a situation in your school or in your career. No matter the specific, it is always about understanding the current situation, knowing next steps, and support to go that way.

- 5. Retainer.** In the spring of 2016, we will offer a standard “retainer” in conjunction with a new monthly advisory letter; there will be different levels of information and support available to meet different needs. At this point, retainer relationships are set up individually.

A “retainer” or “on-call” relationship meets needs of school leaders without the cost of regular consulting that is sometimes prohibitive for smaller schools. Much of the support is done through email and phone, rather than on campus, to reduce costs yet still provide a high level of ready help.

Through a “retainer” we do the following:

- Get to know you and your school, your vision, heart, problems, successes, resources.
- Monitor your school and your needs by regular web review, emails to you, and calls.
- Provide ideas and resources for ongoing needs of which we are aware.
- Help you with advice and resources, or help you find others if we can’t meet the need.
- Have regular planned contact with you, usually monthly but varies.
- Respond to your questions or needs through email or phone, usually within a day.
- Make sure you are not alone when you need advice or another perspective.

Fees and Arrangements:

We view Rooted Schools as a ministry. It is our desire to make support available to any school that is a good fit with our values and has a need that we can help. We would love to make help available to all size Christian schools. Because consulting varies so much, please ask for details for your situation.

We will provide pricing after understanding the need, and can provide a rough idea quickly.

We enter a contract with you so that goals are clear, what you can expect, and limits of service.

For most consulting arrangements, we can set up a structure by time invested (variable fee) or by work done (set fee).

Our goal is to help you succeed. If we cannot help, we will refer others who can. We have a growing base of referral and partnering relationships to help you.

Please write Joe@RootedSchools.org or call 630-263-1596. Or, go to www.rootedschools.org.