


# Strategic Oversight vs. Micromanagement

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An aerial photograph of a vast, dense forest, likely a coniferous woodland, viewed from a high vantage point. The image is overlaid with a blue gradient that is most prominent at the top and fades towards the bottom. In the upper left corner, there is a decorative graphic consisting of several parallel diagonal lines in shades of blue and white. Centered over the forest is the text:

*The board's role is to see the forest, not  
count the trees!*



## Definitions: Oversight vs. Strategic Oversight

***Oversight: Ensures that what is supposed to happen, actually happens!***

***Strategic Oversight: The practice of governing through vision, accountability, and results – not control.***

***Strategic oversight = outcomes over activities; trends over details; and governance over management!***









## Our Purpose for this Evening's Session:

- *Clarify the difference between strategic oversight and micromanagement*
- *Strengthen board capacity to govern effectively and confidently*
- *Protect the balance between accountability and autonomy*



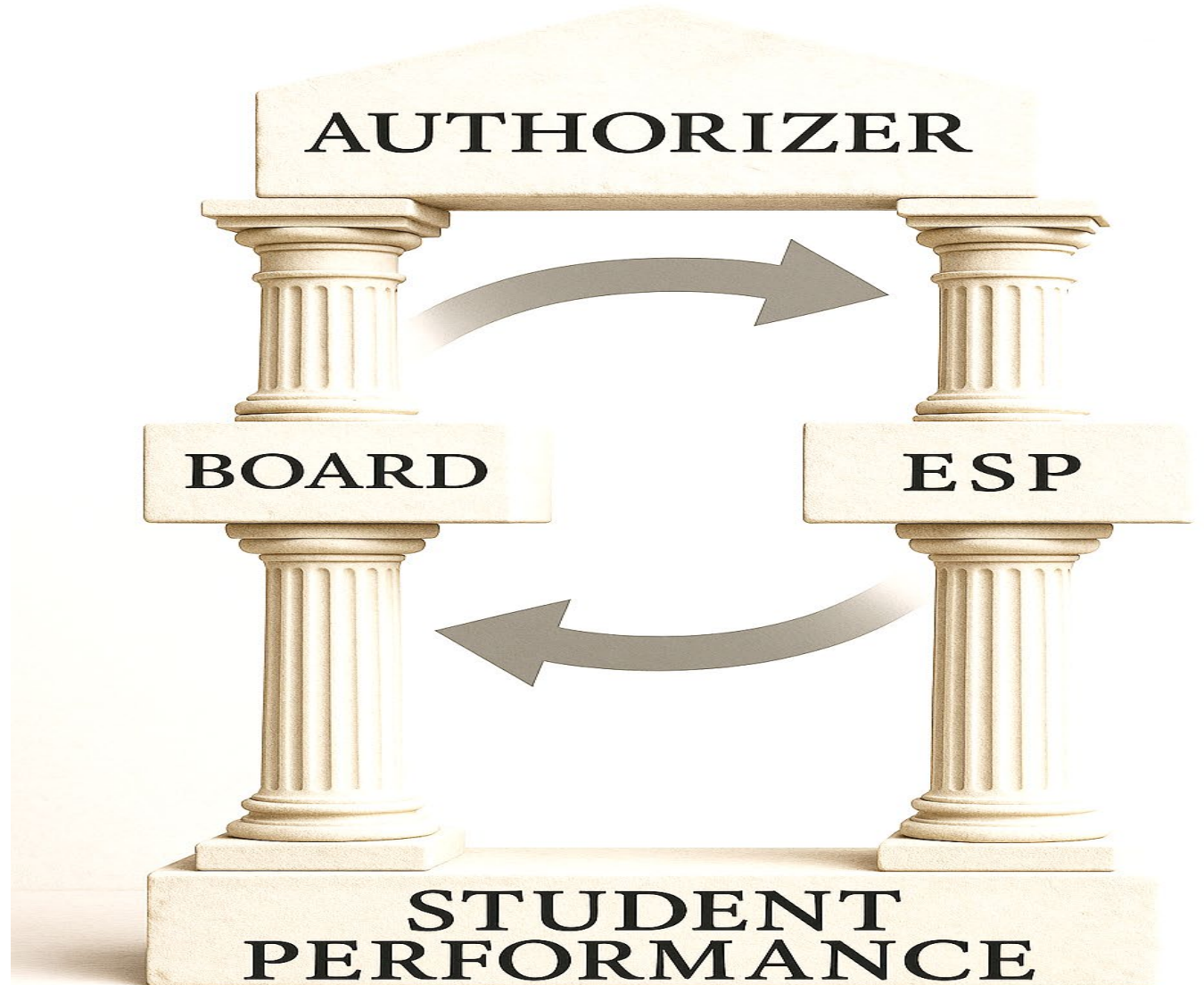
# Defining the Roles

## Governance vs. Management

Governance	Management
 Direction	 Execution
 Vision	 Operations
 Accountability	 Implementation

# Charter School Context

## The Accountability Relationship



# What Strategic Oversight Looks Like

## STRATEGIC OVERSIGHT



Setting organizational direction



Monitoring and evaluating performance



Ensuring compliance



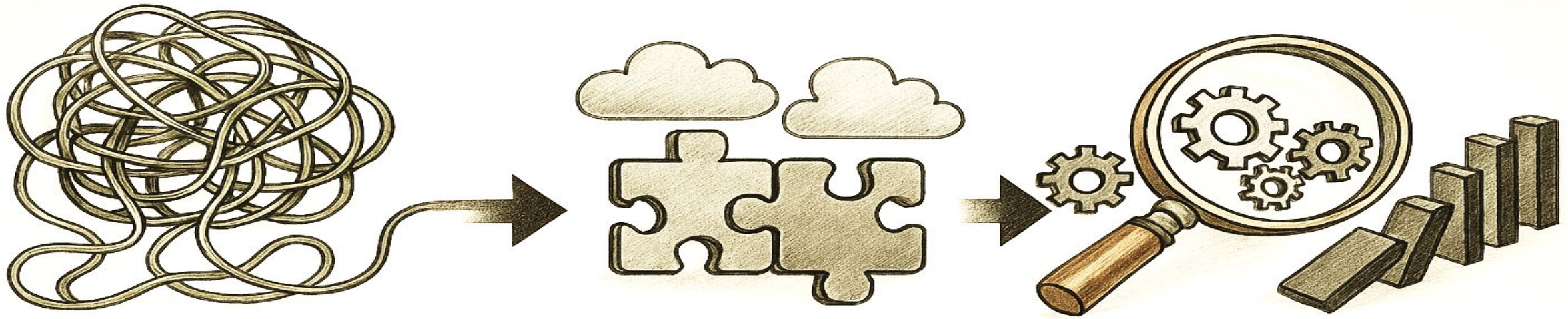
Data-informed decision-making

## INDICATORS OF EFFECTIVE OVERSIGHT

- Clear priorities and goals
- Understanding of key issues
- Accountability for outcomes
- Focus on long-term success



# What Micromanagement Looks Like



## Common Examples

- Overstepping roles
- Directing school staff
- Interfering with day-to-day operations
- Focusing on details

## Why It Happens

- Unclear roles
- Lack of trust
- Fear of poor results



## Consequences

- Burnout
- Leadership turnover
- Loss of trust
- Focus drift



# The Governance Continuum



# Shifting from Micromanagement to Strategic Oversight

**BEFORE:  
MICROMANAGEMENT**



**AFTER:  
STRATEGIC OVERSIGHT**



# Practical Tools

- 1. Strategic oversight checklist***
- 2. Governance-management decision matrix***
- 3. Mission-driven agenda template***

*Reflection Prompt: Where might our board, unintentionally, slip into micromanagement – and how can we shift toward strategic oversight?*



Strong boards  
govern through  
vision and  
accountability,  
not control.



# THANK YOU!



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