



GOVERNANCE

Peak Performing Governance Teams

1. United in service to children
 - Come to board with one pure motive – to serve the interests of children
 - No other agendas
 - All meetings and discussions focus on what's best for students

Peak Performing Governance Teams

2. Board and CEO have *interdependent* relationship
 - Not dependent, nor independent
 - Everyone understands the “ownership” role of the board
 - Everyone understands the “professional management” role of the superintendent
 - Mutual expectations

Peak Performing Governance Teams

3. Indicators of Success are established for the district
 - Statements of mission, vision, guiding principles established
 - Indicators of Success in place to clearly define and measure district success

Peak Performing Governance Teams

4. Relationships based on trust and respect

Peak Performing Governance Teams

5. The team has strong and durable linkages with the community.
 - Proactive, not reactive, in seeking community input on key decisions
 - Avenues established for regular, meaningful dialog regarding district directions
 - Broad public support is obtained for district's agenda

Basic Principles of Policy Governance

1. Board “owns” the organization on behalf of community, to whom it is accountable.
2. Board employs a CEO, to who it delegates day-to-day leadership and management of district.
3. CEO is only district employee who reports to and receives direction from the board.

Basic Principles of Policy Governance

4. Board speaks with one voice or not at all. Individual members have no authority over district. Once vote is taken, decisions must be supported.
5. Board prescribes the ends but stays out of the means.
6. Board holds CEO accountable for progress on Indicators of Success.

Basic Principles of Policy Governance

7. Performance of CEO must be monitored, but only against established criteria.
8. CEO recognizes board's need for adequate and timely information for decision-making and monitoring improvement on Indicators.

Basic Principles of Policy Governance

9. CEO assumes responsibility for engaging staff in planning and decision-making as needed to ensure ownership and successful implementation.
10. Board and CEO are jointly responsible for effective communication, decision-making and handling of issues that may come before the Board.



GOVERNANCE TEAM: In Action



Governance Team In Action

- Dynamic plan and planning process
- Accountability system
- Annual board calendar
- Board agenda format and protocols
- Staff materials and presentations
- Board committees
- Board professional development
- Media engagement protocols

Dynamic Plan and Planning Process

- Success is clearly defined
- Responsibility is clearly defined
- Consequences of performance defined

Accountability System

- Board assumes public accountability for district success
- Superintendent provided **authority** to lead, and **accountability** for leading the district to success
- Superintendent establishes accountability system for all district staff

Annual Board Calendar

- Annual organizational meeting
- Quarterly retreats
- Reaffirm indicators of success and targets
- Regular monitoring reports on indicators of success
- Recurring required actions (i.e. budget adoption)
- Professional development
- Community engagement

Board Agenda and Protocols

- Agenda planning
- Pre-meeting information packets
- Board meeting room arrangement
- Role of board chair
- Recognition
- Consent agenda
- Public input protocols
- Recommended motions
- Time management / control of discussions

Protocols for Staff Materials

- Submit to superintendent in advance
- Consistent report format
- Provide:
 - Issue background and rationale
 - Connection to indicators of success
 - Process used, options considered
 - Findings
 - Milestones, evaluative measures
 - Recommendations, next steps

Protocols for Staff Presentations

- Follow written summary
- Practice with executive staff
- Time limitations
- Standard format for slide presentations
- Proper salutation of board members
- Proper response to board questions and challenges

Questions?
Thoughts....
Discussions -

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Thank you for your participation.