

New Trustee Workshop

Why are you a trustee?

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What is your job?

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What will be your contribution?

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And, what should you expect?

It can be messy

School Governance Basics



Highlights of Board Responsibilities

(Full list on page 9, Trustee Handbook, 10th Edition)

1. Hire, evaluate and support the HOS
2. Understand the school's mission and work toward its fulfillment
3. Understand the separation between governance and administration
4. Ensure the future with a strategic roadmap
5. Fulfill your fiduciary responsibilities and hold the school "in trust"

Individual responsibilities

1. Proper Board development
2. Focus on purpose and mission
3. Confidentiality
4. Stewardship of resources
5. Prepare for meetings
6. Prudent delegation of authority
7. Oversight and support of the Head of School
8. Know and understand school policies
9. Work actively on committees
10. Be in good financial standing
11. Give financially in a personally meaningful way

Who's job is it?

Board's Decision

With HOS Involvement:

1. Mission
2. Vision
3. Strategy
4. Leadership
5. Major
6. Survival

HOS's Decision

With Board's Involvement:

1. Day-to-day operations
2. Admissions
3. Staffing
4. Systems

Joint Decisions:

1. Authorizations
2. Financial policies
3. Enrollment
4. Employment terms

Challenges

These look easy
but can be challenging:

Personal agendas

Following the correct process

Knowing who to go to with a problem

Ambushes and distractions

A “comfortable consensus”

Being a parent and a trustee

Letting the Head of School run the school

Understanding the board and school’s history

More things that look easy
but can be really complicated:

Confidentiality

Trusting your colleagues

Conflicts of interest

Your public face

Always supportive

Venting in public

A few triggers to watch for:

Fear

Change of leadership

Financial pressures

Personal issues

Lack of governance understanding

Yummy Stuff

Expand your passion and purpose

Dive into collaboration

Put a rung on the ladder

Build something that serves the greater good



A Few Good Skills

Appreciative Inquiry

An act of recognizing the best in people or the world around us.

Past and present.

To see the potential.

Problem Solving

Perceptions/Facts:

What are the facts? What do we know? What do we not know?

Impressions/Intuitive:

What are the possibilities?

Analysis:

What are the logical consequences of acting on each option?

Feeling:

What are the human consequences of acting on each option,
and what do I care about?

Case Studies

Resources:

1. nais.org

2. acischools.com

3. monique@thinkingdavis.com

Thank You!