

# BUILDING A GOVERNANCE TEAM:

## Coming Together to Build Each Other Up!

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7 + 1 = One Team

**Facilitator:** Mr. Kelly Hinshaw, MASA  
Dir. of Leader Development

**Date:** October 21, 2021



# AGENDA OVERVIEW



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**COMMUNITY FIRST, THEN WORK!**

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VIEW AND DESCRIBE THE BOARD &  
SUPERINTENDENT!

---

ACHIEVING THE DESIRED RESULTS!

---

STRUCTURES NEEDED TO ACHIEVE DESIRED  
RESULTS!

---

SUPPORTING EACH OTHER!

---

EVALUATING THE SUCCESS OF THE BOARD!

---

WRAP IT UP!

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# Brief Introductions



- First name
- Board member or Superintendent?
- Why you do this?



WHY WE DO WHAT WE DO!

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What can we learn?

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*How do your answers from the previous activity relate to the Board's & Superintendent's roles and responsibilities listed in your policy book?*

*(MCE – P0310 & P0311, ELG-100-B, & MSBA - BAA)*



# School Board's Role and Responsibilities

Setting the strategic direction for the District

Establishing a system of District policies and rules

Overseeing the employment of the Superintendent

Exercising final decision-making authority for Board matters

Serving as a liaison between the District and the community

Determine effective policy implementation thru evaluation of operations, practices / program outcomes

# Superintendent's Role and Responsibilities

Recruit, hire, develop, evaluate and retain high quality personnel.

Implement a strategy designed to achieve goals and measure progress toward those goals

Recommend budget and spending designed to meet district goals.

Recommend, implement, and monitor policies and procedures

Collect feedback from board, students, employees, parents and other system stakeholders

Determine effective policy implementation thru evaluation of operations, practices / program outcomes

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# ACHIEVING THE DESIRED RESULTS!

(MCE – P0340, EGL - G-260, MSBA - BBF)

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- Make all Governance Team decisions based upon the best interests of the students of the District.
- Exercise authority in the limited manner described by the District's policy regarding the Board's & Superintendent's roles and responsibilities.
- Delegate administrative authority to the Superintendent and avoid actions that may undermine the authority of the administration.
- Never speak or act for the Board without appropriate Board authorization to do so.
- Avoid conflicts of interest or the appearance thereof.

# ACHIEVING THE DESIRED RESULTS!

(MCE – P0340, EGL - G-260, MSBA - BBF)

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- Refrain from using your positional power for the benefit of special interest groups or select individuals, including self, family members, and business associates.
- Learn about, consider and vote upon the items to be decided at each regularly scheduled Board meeting.
- Avoid abstaining from Board votes unless required by law or there is an actual or apparent conflict of interest.
- Voice opinions as part of the Board's deliberations but accept the will of the majority once the Board has made a decision.
- Maintain the confidentiality of information discussed during closed sessions unless disclosure is required by law.

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# Structures needed to achieve the desired results!

## Governance Team Norms



- **Collectively**
  - Meeting agendas, meeting types and purpose, communication, growth as a team & a method to evaluate governance team success
- **Individually**
  - Meeting prep, meeting decorum, public ambassador, integrity, and committed to personal growth
- **Communication**
  - Meetings, Board & Administration, media, engagements and building visits



Structures needed to  
achieve the desired  
results!

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Governance Team  
Communications  
&  
Decision-Making  
Matrix



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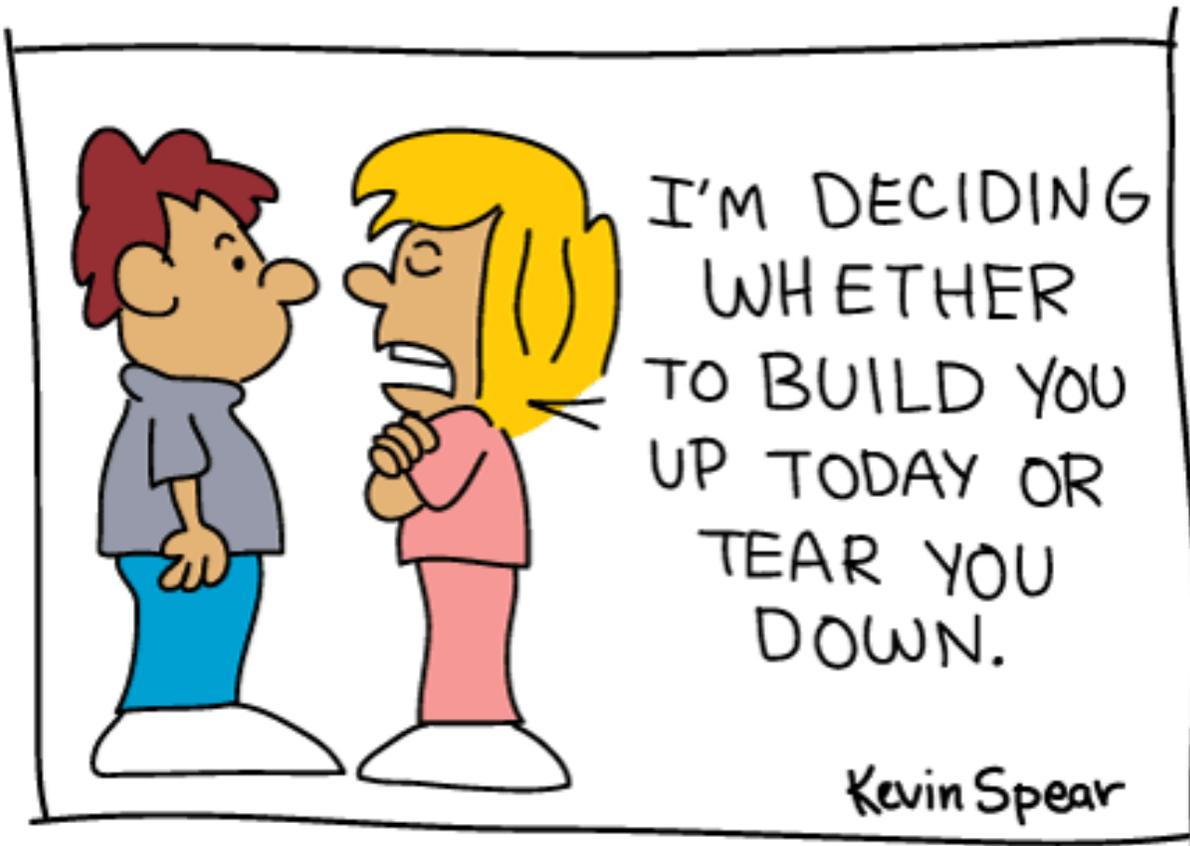
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EVALUATING THE SUCCESS OF THE BOARD!

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# Supporting Each Other



# Support Each Other

- **Attend and be visible at key events and school events, as time allows**
- **Listen to constituents**
- **Refer school constituents / issues back to appropriate level for resolution**
- **Communicate issues / concerns and potential agenda items with BOE President and /or Superintendent**
- **Serve on BOE committees for strategic planning and meaningful work**
- **Share positive district accomplishments throughout the community**
- **Share positive comments heard in the community with the BOE**
- **Build relationships**
- **Schedule a time for tour of school facilities**
- **Self-evaluate the Governance Team based on set goals and ongoing, specific feedback for growth**
- **Evaluate the Superintendent based on set goals and ongoing, specific feedback for growth**

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# Evaluating Success of the Team

## Future Governance Team Work?

- **Continue the conversations.**
- **Develop norms for your Governance Team.**
- **Identify three quality measures for success.**

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**Thank you!**

**Facilitator:** Mr. Kelly Hinshaw,  
Dir. of Leader Development  
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**Date:** October 21, 2021

