



Welcome!

Shereen Williams, Chief Governance and Recruitment Strategy Officer

Charter Board Partners

Agenda

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|---|---|
| 1 | Welcome |
| 2 | Mission Moment |
| 3 | Case Study Time |
| 4 | Recruiting: Finding the right people |
| 5 | Onboarding : Starting out on the right foot |
| 4 | Questions/ Wrap up |



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Rules of Engagement

- ▶ Be respectful
- ▶ Listen well
- ▶ Assume positive intent
- ▶ Use technology wisely and courteously
- ▶ Step up, Step back



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CBP's Mission

Charter Board Partners promotes and supports strong public charter school governance so that **every charter school has the board it needs** to improve student achievement.



Our Model



Your Mission Moment

The best teachers are those
that show you where to look
but don't tell you what to see.
- **Alexandra K. Trenfor**

Power without love is
reckless and abusive,
and love without power
is sentimental and
anemic.~ **Martin Luther
King**

A child's life is like a piece of
paper on which every person
leaves a mark.
- **Chinese Proverb**



Case Study Time

High Standards for Boards



**Focus
relentlessly
on student
achievement**



**Recruit and
retain an
exceptional
leader**



**Invest in
exemplary
governance**



**Act
strategically
and be
accountable**



**Raise
and use
resources
wisely**



**Commit
steadfastly
to
compliance**

Commit to Exemplary Governance

Standard 3

Build a High Functioning, Diverse, and Engaged Board

Standard 3



- Recruit a diverse slate
- Elect an effective board chair
- Remove disengaged members
- Train the board

CBP Believes...

- **Diverse and inclusive boards** lead to better governance, better schools, and better outcomes for all students, especially students of color who have been historically underserved by schools and school systems.
- Forming **diverse and inclusive boards** provides a unique opportunity for people from different backgrounds to work together on behalf of all kids, to connect in meaningful ways, and to build shared communities.

Why it Matters in Your Board Room

Solving complex issues:

- Discipline concerns
- Change in student /community population
- Change in school leadership
- Major strategic decision
- PR crisis
- Grievances from teachers and parents
- Engaging in local advocacy
- Facilities concerns



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Something to think about...

How diverse is your board?

*If you were looking for new board members,
what qualities, characteristics and attributes are most needed?*

Recruitment

Finding the right people

Finding the people you need

Ideal size

Community representation/connections

Key skills tied to goals

Enough time

Passion for mission

Next chair

Team players

Diversity!!!

Ways to find the people you need

- Brainstorm networks, groups, companies, sectors you would like to tap, driven by your recruiting priorities
- Start to map your connections or the connections you want to have
- LinkedIn (*and other social media*) can be your friend!
- Have a lot of coffees!
 - One on one
 - Small group gatherings
 - Piggy back on prescheduled events
- Talk about it all the time!
- Engage your target community.

Use a shared recruiting matrix

Recruiting Priorities	Ideas for where to start	Timeline
Finance expertise especially around creating budgets and presenting financial projections	<ul style="list-style-type: none"> --Jan's PricewaterhouseCoopers neighbor --Local Chamber of Commerce (Beth knows someone there) --Beth's accountant's firm 	Initial contact with 5 people by September 1; interviews set with 2 by September 15
Emerging leaders who have all-around strong strategy and writing skills who can work with committees to complete their part of the applications.	<ul style="list-style-type: none"> --Business school alumni groups (Sam can talk to his cousin) --McKinsey, etc. (get intro to local office) 	Initial contact with 3 people by September 1; interviews with 2 by September 15
Individual who might bring the perspective of our target parent community to ensure we are building a school that will meet community needs	<ul style="list-style-type: none"> --parent advocacy groups (find that guy who spoke at that conference) --contact local elected officials/campaign organizers (Jan knows people here) 	Initial contact with 6 people by September 1; group lunch for 10 people by September 15; interviews with 3 by October 1

Build a board composition matrix

Name	Job Title/Expertise	Demographics
Elton John	VP, Marketing, Coca Cola Marketing Finance Fundraising	Male White 50-60
Melody Hobson	VP, Talent Acquisition, Google Human resources Culture Performance evaluation	Female Black 40-50
America Ferrera	Researcher, Latino Decisions Data whiz Survey guru	Female Latina 30-40

Implement Best Governance Practices

■ Standard 3



- Create job descriptions
- Hold regularly scheduled, well-run meetings
- Build robust committee structures
- Assess board effectiveness

Onboarding

Starting out on the right foot

Onboarding Best Practices

1. Why does it matter?
2. What are the key components?
3. Who owns it on the board?



Why Does it Matter?

- Educates new board members on the mission, history, results, successes, and challenges of the school and its board
- Motivates and inspires new members to fully commit to being active and productive
- Identifies specific ways each board member can have a positive impact on the board and school
- Prepares a new member to follow the norms, policies and practices of the board

What are the key components?

- Introductions
- Overview of the mission, vision, and educational goals of the school.
- Responsibilities of board members and committees.
- Long-term school goals, organizational priorities, and strategic plans. Finances and fundraising.
- Cultural aspects of the board
- Data sharing
- Data collection

Board Manual

- Contact info of all board members including committee they serve on
- Calendar
- Job descriptions of all board roles
- School information
- Finance and Fundraising information
- Legal and Policy documents



Ownership

- Governance Committee plans and executes training but full board and school leader will likely also be involved
- Ask your board: “What do you wish you had known when you first joined this board?”
- Assign a board mentor to offer support beyond orientation
- We are telling our candidates to ASK for onboarding so don't skip this step!

Board Service Matters







Questions?



Keep in touch!

Shereen Williams: swilliams@charterboards.org

-  Charterboards.org
-  Facebook.com/CharterBoardPartners
-  Twitter.com/charterboards
-  LinkedIn.com/company/charter-board-partners