

# BUILDING A HIGH PERFORMANCE BOARD



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# DESIRED OUTCOMES

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- INFORMAL PRESENTATION WITH OPPORTUNITIES FOR DISCUSSION
- YOU LEAVE WITH A FEW IDEAS AND STRATEGIES TO IMPROVE YOUR BOARD'S PERFORMANCE
- WE ALL LEARN SOMETHING IN THE PROCESS



# ASSUMPTIONS AND GIVENES (OBVIOUS, BUT NOT TRIVIAL)

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- EVERY SCHOOL BOARD COULD IMPROVE THEIR PERFORMANCE
- NO TWO BOARDS ARE THE SAME
- NO TWO SUPERINTENDENTS ARE THE SAME
- NO TWO DISTRICTS ARE THE SAME
- THERE ARE NO RIGHT OR WRONG ANSWERS



# WHAT DOES IT TAKE?

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- SUPERINTENDENT LEADERSHIP
- BOARD WILLINGNESS
- APPROPRIATE RESOURCES
- IMPROVEMENT PLAN DEVELOPMENT
- FOLLOW THROUGH
- EVALUATION



# SUPERINTENDENT'S ROLE IN BOARD PERFORMANCE

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- STRONG LEADERSHIP
- ABILITY TO READ THE BOARD
- BUILD AWARENESS OF TRAINING OPPORTUNITIES AND RESOURCES AVAILABLE TO IMPROVE BOARD PERFORMANCE
- HELP THE BOARD IMPLEMENT ANY IMPROVEMENT PLAN AND EVALUATE



# BOARD WILLINGNESS

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- IS THE BOARD INTERESTED IN IMPROVING THEIR PERFORMANCE?
- ARE THEY WILLING TO TAKE THE TIME NECESSARY TO EVALUATE THEIR CURRENT PERFORMANCE AND IDENTIFY AREAS THAT NEED IMPROVEMENT?



# APPROPRIATE RESOURCES

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- SCHOOL BOARD STANDARDS
- SELF-EVALUATION INSTRUMENT
- MSBA STAFF AND TRAINING OPPORTUNITIES
- NEW BOARD MEMBER ORIENTATION
- BOARD GOALS AND ACTION PLAN
- STRATEGIC PLANNING MODELS



# IMPROVEMENT PLAN DEVELOPMENT

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- IDENTIFY AREAS OF BOARD PERFORMANCE NEEDING IMPROVEMENT
- AVOID SINGLING OUT INDIVIDUAL BOARD MEMBERS
- WRITE GOALS AND ACTION PLANS TO IMPROVE PERFORMANCE IN THOSE AREAS
- DETERMINE HOW GOAL ATTAINMENT WILL BE EVALUATED



# FOLLOW THROUGH

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- SUPERINTENDENT KEY IN KEEPING THE IMPROVEMENT GOALS BEFORE THE BOARD
- ASSIST IN CONNECTING DESIRED IMPROVEMENT WITH APPROPRIATE GROWTH ACTIVITIES
- DOVETAIL WITH SUPERINTENDENT PERFORMANCE GOALS?



# EVALUATION

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- ENDS THE PROCESS
- STARTS THE PROCESS
- REPEAT THE PROCESS



# POTENTIAL PITFALLS

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- SUPERINTENDENT/BOARD RELATIONSHIP
- UNWILLINGNESS BY BOARD MEMBERS TO SPEND THE TIME
- DYSFUNCTIONAL BOARD

# POTENTIAL PITFALLS

(cont'd)



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- DYSFUNCTIONAL BOARD
  - CONFLICTING PERSONALITIES
  - DISRUPTIVE BOARD MEMBER
  - SPECIAL INTEREST PRIORITIES
  - MICRO-MANAGEMENT (ROLE AND RESPONSIBILITY ISSUES)
  - ETC.



# STRATEGIES TO COMBAT THE PITFALLS

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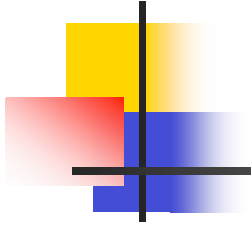
- RELATIONSHIP BUILDING
- ROLE/RESPONSIBILITY CLARIFICATION
- STRONG COMMUNICATION
- BOARD LEADERSHIP
- MSBA STAFF



# BOTTOM LINE

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- CONVINCING THE BOARD TO TAKE THE TIME TO GO THROUGH A PROCESS OF SELF-EVALUATION AND IMPROVEMENT PLAN DEVELOPMENT
- UTILIZING THAT PROCESS TO ADDRESS AS MANY OTHER ISSUES AS YOU CAN CREATIVELY MANAGE



QUESTIONS??