The Board Head Partnership

The Keys to Success
Three Critical Partnerships

• The head of school and the board chair
• The head of school and each board member
• The board chair and each board member
It All Starts with the Selection of the Board Chair

- There are 15 qualities that most heads of school seek in a board chair
- The ideal board chair will possess most of these traits and both the head and the rest of the board will agree upon the selection of this individual
Building Connections (and no surprises)

**BOARD AND HEAD**
- Chair has face to face meetings with the head
- Weekly
- One hour

**HEAD AND BOARD**
- Meets 2 times/year
- Asks three questions:
  - How am I doing?
  - How are you feeling about your role as a board member?
  - How are your children doing?
Governance Rules

BOARD
• Commits to an annual board governance workshop
• Requires attendance- no excuses

HEAD
• Sends out a written update 10 days prior to each board meeting
• Gives a 10-15 minute report at each board meeting
• Reports on good news, bad news and probable issues
Board Committees

**BOARD**
- Limits Subcommittees to Executive Finance
- COT
- Buildings and Grounds
- Strategic Planning Development
- NO Education, Personnel

**HEAD**
- Serves on the COT
- Participates in screening potential trustees
- Has a voice in chair selection
Evaluation of the Head

**BOARD**
- Evaluates head through ad hoc Head Support Committee
- Reviews head’s contract and compensation package annually before January 1

**HEAD**
- Responsive to board’s questions about teacher compensation, evaluation and accountability: not defensive
- Responsive to board’s questions about finances without allowing them to “get in the weeds”
Input and Communications

**BOARD**
- Does not wear the “parent hat”
- Does not breach confidentiality
- Does not micromanage
- Does not talk outside of the board room

**HEAD**
- Allows for limited board input in selection of senior administrators
- Responsive appropriately to parents, the clients
Boundaries and Channels

**BOARD**
- Does not communicate directly with staff without going to head first
- Acts as one with no one trustee having authority in his/her own right

**HEAD**
- Avoids showing favorites
- Avoids hiring or evaluating his/her spouse
- Remembers that education or disciplinary issues may arise over his/her own children
- Avoids vacations or recruitment trips without the chair’s approval
Global Issues - Local Solutions

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