

BOARD MEMBER 3/6/9 DEVELOPMENT PLAN

	BE Character	KNOW Skills		DO Action
	0-3 months	3-6 months	6-9 Months	1 Year
PURPOSE	 Identify/Confirm your personal purpose for board service Confirm your personal values 	 Confirm and memorize academy Mission Confirm and memorize academy Vision Confirm and memorize academy Values 		Ensure continuous focus on the academy mission, vision, and values during board service
PEOPLE	Personal Development Leadership Skills Time Management Characteristics of high performing teams Understand the board member job description Review concepts of Governance and Oversight OTHERS Understand board officer roles Get to know your fellow board members Get to know the school leadership team	Understand oversight role Develop the ability to have conversations Identify ongoing governor opportunities Learn what questions your gain the necessary inform understanding to execute oversight and governance your board service OTHERS Support the leaning and members Commit to the function of committee work OTHERS OTHERS OTHERS OTHERS	ve courageous unce development u should be asking to nation and e appropriate be activities during development of other	 Participate in continuous self-improvement Invest in the development and maintenance of a unified board culture

PLANNING	Listen and inquire to gain understanding of the board, academy, and team needs	 Review and understand the School Improvement Plan Review and understand short/long term academy operational plans Review and understand plans for the identification and use of initiatives and programs Review the most recent Strategic Plan and understand milestones and timelines Review and understand the Budget planning process Understand how resources are allocated Understand how spending priorities are identified and executed 		 Commit to the annual planning process and scheduling of the work of the board Commit to and participate in the annual evaluation of the academy's strategic goals
PROCESS	 Complete New Board Member orientation with CMU Complete academy specific orientation and board on- boarding Identify board culture and traditions Review and understand Board Bylaws Understand board meeting process OMA Parliamentary	 Identify and understand the differing roles of Governance and those of Management Understand the board decision making methodology/process Understand committee function Review and understand the use of board policies Understand procedures for modifying board policies 	 Understand how items are identified for and added to the meeting agenda Understand the importance and process of making policies Use the board policy manual to guide decisions Understand processes of the business office Understand the audit process and the audit report 	Commit to identifying, utilizing, and reviewing an operational framework to execute the work of the board

PERFORMANCE

- Understand how the board evaluates members, itself, its board meetings, and Management/ Superintendent
- Understand components of the monthly board reports
- Understand student testing platforms and testing schedule
- Understand how academic success is measured

- Understand relevant laws and compliance regulations
- Review academy's most recent annual academic and operations performance reports
- Understand the academy's process and calendar for setting academic goals, priorities, and assessing success

- Understand all evaluation instruments and the coming steps
- Understand how to ask questions about performance
- Understand the academy budget, fiscal performance standard, and reports
- Ensure that
 appropriate
 ongoing
 evaluations are
 conducted for
 the Board and
 Management
 according to
 the prescribed
 calendar

Notes	