

## **TEMPLETON Advantage**

### **Notes for the Grove City Board of School Directors**

As the Board continues to develop a governing culture of dignity and respect, I'd encourage you to look at the notes below as 'triggers' to motivate continued discussion and eventual implementation.

Before doing so, I ask these types of questions to virtually every Board I engage:

1. Why are we here as a board? How do we define success in this school district?
2. How can this board be of most value to the organization?
3. What qualities do you want to see in a graduate? (Listed below)
4. What is the Board's role in driving student achievement and these qualities? (Listed below)

**A key to answering these questions is to determine the 'norms' around which the Board will interact/conduct business. Below are those that the staff in Grove City have employed to manage their meetings (modified a bit). I'd suggest the Board reflect on these.**

#### **MEETING NORMS**

- Listen to others, maintain composure, be respectful
- Thoughtfully take the views of others into consideration
  - Note: This should not discourage discussion/debate or compromise one's values.
- Don't take (or make) it personal. Bring materials/be prepared and have a great work ethic
- Maintain a focus on (results) and the integrity of the process to getting there

What would an effective comment period look like – one that may be defined by enforceable time limits (with a short period to extend remarks, perhaps), a written document for attendees that describes the purpose of comment periods (and the Board's defined role during these periods); and the value (or lack thereof) of having attendees complete a short form that outlines their questions to ensure accuracy in responding.

#### **QUALITIES OF A GRADUATE**

- Independent thinker | confident | passionate | well-rounded | prepared for the future | marketable | values education | respectful and kind | ambitious | strong work ethic | cooperates with others (team player) | responsible | perseverance and grit | strong literacy skills | problem solver | systems leader | self-advocacy

#### **WHAT BOARD MEMBERS CAN DO**

- Have a consistent message to the leadership of the district | Foster a culture of high expectations for ALL | Provide the necessary resources and maintain a duty to fiscal integrity | Develop smart assessment measures around the performance of the superintendent and the overall health of the organization academically, financially, and operationally | Balance the well-being of students with a rigorous intellectual, emotional and social development of the student

#### **CONCLUSION**

I welcome the opportunity to continue partnering with the Board and Mr. Finch on the development of governing norms that are defined by a series of core values and best practices.