Missed Opportunities; Student Hope/Adult Beliefs:

* Gallop Data
* ACE’s
* Poverty Simulation
* School Climate and Connectedness Survey
* NB Whole Child Project; SEL Brain Development
* Awareness
* CDC/ Harvard
* Social Emotional Learning

Share On Line Learning Content

* Technology
* Roberts Rules
* First Amendment Rights for Board Room Boot Camp
* Best Practices
* Decision Making
* Social Media
* Data
* New Member Orientation
* Role of Board Chair
* Roles and Responsibilities
* Open Meetings
* Equity issues
* Teamwork
* Andy Videos
* Chain of Command
* Ethics
* Superintendent Relationship
* Community Engagement

How to work with Rogue Board Members

* 1:1 mediation
* Board Self improvement plan
* Obligation
* Duties of board members and responsibilities
* Bringing pillow to knife fight
* Your success rates decline
* HONESTLY listen to them… when they shut up it doesn’t help
* …conflict will happen, and when it does we will….
* REALLY listen
* Find someone who has a relationship with them and have them have a talk with them
* Encourage all to review and commit to a code of conduct annually
* Strategies for the others on the board
* Talk to everyone before the workshop, questions to ask: “What do I need to know walking in to be effective?” and What do you want to see as an outcome of my visit?”
* Work closely with the chair
* Build or rebuild trust
* Make sure they feel heard
* 2 cent exercise
* board operating principals in place; code of ethics
* reassurance to have 4-1 votes/ majority rules and splits are okay
* individual conversations counseling to rogue member
* censure
* validate their valid points
* redirect tone/bad behavior
* discuss desired culture and any gap
* have rest of board acknowledge responsibility
* co regulation!
* Board self eval and self improvement plan
* Rest of board understand they can’t expect to ‘change’ the person

How to work effectively with a divided and clearly hostile board

* Board self assessment
* Fact find with each member; personality conflict or real issue?
* Assess the situation
* Pin point the real issue
* Operate as a leadership team
* Protocols
* Safe instrument survey
* Look for easy wins/ something that unites them
* Video meeting and let them watch it back
* Schedule agenda; remember the REAL reason you are here
* Goal setting

How to work effectively with board that seems disengaged from or uninterested in the training/work session

* Pertaining discussion with individuals, board pres and supt.
* Review guideline for conversation
* Set intentions at beginning and share with group and ask for commitment
* Summarize / reflect back for them to get them unstuck
* Ask promoting questions; open ended
* One on one check in at breaks to take the pulse
* Big picture; WHY are we here
* Need more than ½ to participate initially
* ID the underlying issues
* Do icebreaker or something to engage them; focus on individuals to the board
* Make clear you are focusing on issues NOT individuals
* Use multiple media

How do you work effectively with a board that is passive and is abdicating its responsibilities to the supt.

* Where do they think they are; board self eval
* Meeting audit
* Workshop on Roles and Resp.
* Goals for the board to give supt and then board self improvement plan
* Policy articulated
* Is it covered in new member OR or policy
* What is actual problem?
* Chair workshop
* Training on norms and protocols
* Sit down with the supt and talk with them on how they can throw back to the board
* District culture; is this a new issue?
* Understand the board’s history
* Practice changing roles
* Where is supt on this?
* They should do a data walk to know more
* Discuss fiduciary and legal duties
* How does the community see them?