



GOOD TO GREAT CHARTER SCHOOL GOVERNANCE*

Charter School governing boards must fill a more vital leadership role in a more transformative process.



The TO DO List...





Monitoring Progress – Job 2

The Board should approve the goals and assign monitoring to the **Evaluation and Development Committee**.

During the (May or June) Board meeting the Student Performance Committee should recommend a schedule for Board adoption that has:

- Each goal
- Interim quarterly or annual milestones
- Major action steps or measures

The Board's First Job – Goal Setting

Adopt these as Goals on January 22:

GOAL 1 The 2026 school year will close with 65% of our SVN graduating class at proficient or above in both Math and ELA.

GOAL 2: 100% of SVN students will be actively engaged in their own learning and supported by a community of caring adults.

GOAL 3: The 2028/29 SVN instructional staff will include multiple professional staff for each classroom who meet board approved teaching practice and classroom management standards.

GOAL 4: The SVN 2025-26 Board and Superintendent will each score exemplary on annual performance assessments.

GOAL 5: The Board will assure that SVN's instructional and student support spending increases at least five percent annually through the 2028/29 budget year.



The Non-Negotiable Goals

Goal 1: Student Achievement

Goal 2: Student/Community Engagement

Goal 3: Quality/Size of Instructional Staff

Goal 4: Leadership

Goal 5: Resources

The Superintendent's Job – Aligned and Robust Action

By the (May or June) Board meeting, the Superintendent, through the Evaluation and Development Committee, will present fully-formed action plans aligned to the six goals that address at least three of the levers below:

- More robust instruction with fidelity to high standards
- Increased time with students and teachers engaged in meaningful learning activities
- Improved ratio of high-quality teachers to students
- Utilization of facilities, technology, resources, opportunities
- Reducing or eliminating barriers to learning
- Expanding, reducing, or changing the demographics of the student population
- Other at the discretion of the Superintendent

It is expected that the Superintendent will engage any professional experts necessary to support the action planning work. The Board has approved up to \$20,000 for this purpose.



SVN Board Committees

These Committees will convene regularly and be the filter for Board agenda items.

<i>Governance Meets Monthly on TBD</i>	<i>Finance Meets monthly on TBD</i>	<i>Evaluation and Development Meets Monthly on TBD</i>
Board Composition, Officer Election, Board Calendar and Processes, Policy Review Schedule	Monthly Compliance, Annual Audit, Budget Process	Supt. Evaluation, Monitoring Goals and Objectives, Program and Instructional Alignment, Continuous Improvement
, Board VP Calvin Ricks, Board Member Nicole Goodman, Superintendent , Faculty Rep , Parent , Parent	Ann Klockau, Board Treasurer Scott Hefner, Board Member Mary Pittala, Dir. Of Finance and Ops , Faculty Rep , Parent , Parent , Parent	Selena Smith, Board Member , Board Member Nicole Goodman, Superintendent Allyson Thurston, Dir of Curr and Inst , Parent , Parent



SVN Board and Board Candidate Pool (January 2024)

The Board will clarify terms and fill slots to have 7-9 Board members by April 2024.

MBR/CAND NAMES	TERM START	TERM EXP	OFF	GEN	RACE	Acct/Audit/ Bus/Fin	Beh/Child/ Fam Health	Strategic /NP Mgmnt	Comm/ Neigh Engage	Mktg/C omms/T ech	EC / Higher Ed	HR / HR Law	Phil/Fund /Cap Camp	Leg Adv /Law	Arch/Fac/ Real Estate	Child/Fam Pub Pol	Res/Prog Eval
Edgar Palacios		June 25	P	M	H			x	x							x	
Scott Hefner		June 24	VP	M	C												
Greg Jones		June 23	S	M	AA												
Ann Klockau		June 24	T	F	C						x						
Kanyetta Wansley		June 27		F	AA	X											x
Calvin Ricks		June 24		M	AA	x		x									
Selena Smith		June 25		F	AA	x						x					
* Recommended Term Expiration																	



Tools for Leadership Growth

- **Board Maturity Framework**
- **Superintendent Evaluation**
- **Board and Committee Coaching**
- **Superintendent Coaching**

Leadership Evaluation and Growth

SVN Leadership Evaluation and Growth Process

Annually Reviewed by the Governance Committee

The Board of Directors will implement an on-going process for the evaluation, growth, and development of exceptional leadership of the Board and Superintendent.

For the Board – utilize the SSKC Governance Maturity Model to identify growth areas and to develop improvement plans for Board focus and operations every 18 months. The Board will address composition and committee effectiveness immediately.

For the Superintendent – Set specific goals and targets for the school that are mutually agreed upon by the Board and Superintendent. These will include the school performance requirements outlined in our charter performance contract and the six non-negotiable goals adopted by the Board. Set qualitative leadership values and skills that the Board and school community believe to be important.

Use a defined period of performance and annual cycle to conduct an evaluation that is weighted at 75% on school performance. The cycle should include 1) agreement on goals, targets, and evaluation instrument, 2) formal evaluation and mid-year check in dates, 3) use of evaluation in growth planning and contract renewal.

Utilize the SSKC Superintendent coaching support services now to support planning and board relationship areas.