

NOCCS BOARD RECRUITMENT

2016-2017

WHAT DO OUR BYLAWS SAY ABOUT BOARD RECRUITMENT?

Article 4 (TRUSTEES)

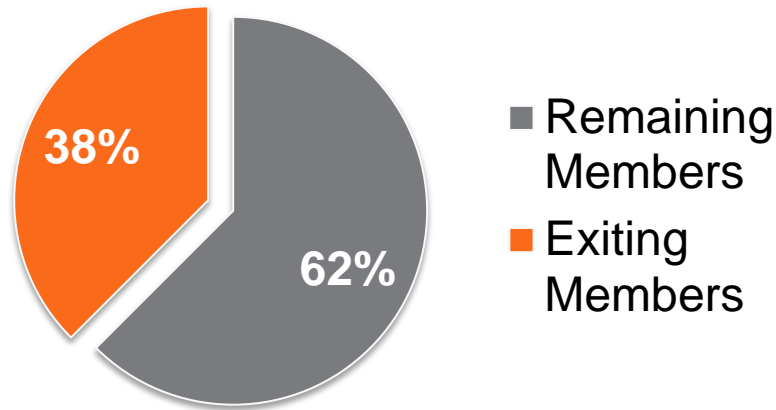
Section 2: Number: The number of Trustees shall not be less than eight (8) or more than sixteen (16), with the exact number of authorized Trustees to be fixed within these limits by resolution of the Board of Trustees

Section 5. C. i. : School-elected Trustees: Five members of the board shall be elected by school families.



NOCCS BOARD OF TRUSTEES PROFILE

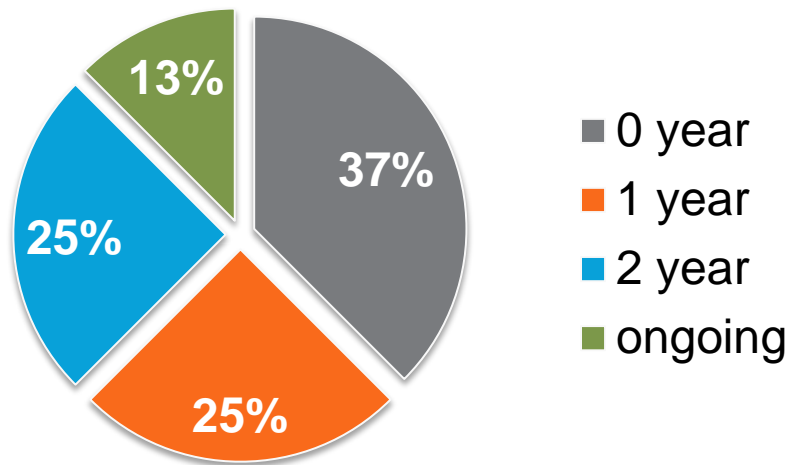
Overview of 2016-17 Board



- 6 out of 16 Trustees are scheduled to roll off (50% were parent-elected/ 50% were external appointments)
- Exiting members represent 19 combined years of leadership experience and knowledge, including, but not limited to: executive, finance, parliamentary, governance

NOCCS BOARD OF TRUSTEES PROFILE

2017-18 Board Tenure Breakdown



- 4 out of 10 remaining Trustees are in the first year of their term
- We will add 6 new Trustees
- The majority of 17-18 Board will be brand-new/newish

BOARD RECRUITMENT SWOT ANALYSIS

Opportunities

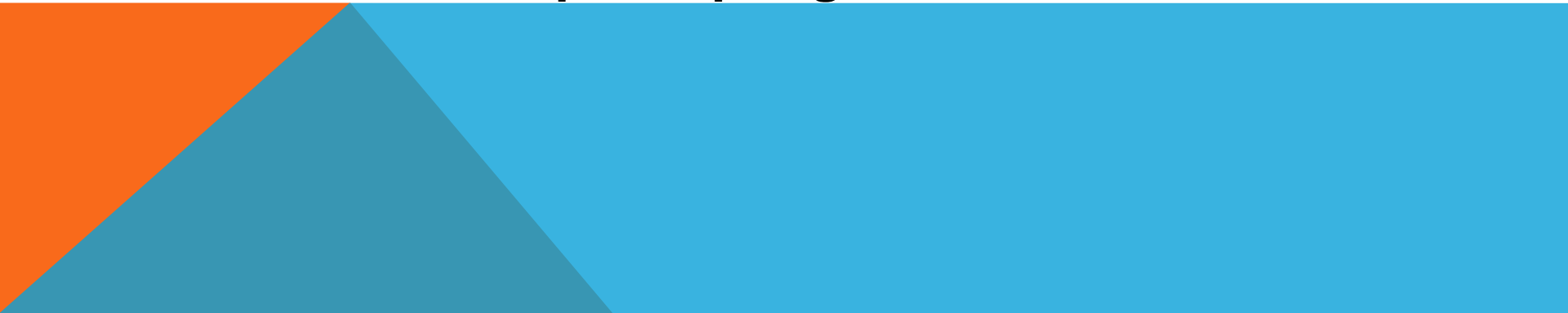
- **Raise the profile of the board in the school community**
- **Infusion of new blood, fresh perspective**
- **Foster and develop future board leadership**

Challenges

- **Late start**
- **Understaffed committee**
- **Knowledge transfer**
- **Parent antipathy/apathy**

NEXT STEPS

The Governance Committee will...

- **develop a set of recruiting priorities to ensure that we are identifying prospects with the talent and skills set we need** (*see Board Profile doc*)
 - **determine a strategy to strengthen board diversity**
 - **schedule calls, interviews, mixers with prospects**
 - **vet all candidates presented to the Board for authorization**
 - **Work with Executive Committee to onboard new Trustees and plan Spring Board Retreat**
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TIMETABLE

Date	Action Item
January	Solicit board for prospects Work with Educate 78 for referrals
February 2	Kick off internal board recruitment at State of School event
February	Advertising via flyers, newsletter, social media
Mid February-Mid April	Conversations/Mixers with top prospects
Mid April-Mid May	Interview slate of external nominees/Hold parent elections
May Board Meeting	Ratify parent election/vote on external candidates

CALL TO ACTION

The Governance Committee leads board recruitment, but the entire board must contribute to building and maintaining a healthy governing body by:

- **Submitting the names of at least two board candidates to the Governance Committee during recruitment period**
 - **Participating in recruitment activities**
 - **Modeling high performance and effective engagement for recruits and new Trustees**
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