



**Board Recruitment Discussion  
February 16, 2021**

# Objectives of today's discussion

- Celebrate our progress to date
- Align on our vision and areas of growth for the Board going forward
- Discuss implications for Board recruitment strategy (i.e., capabilities / characteristics to prioritize)
- Share proposed timeline and next steps

# Reflecting on our recent accomplishments

- Successfully onboarded two new Board members in the past year
- Instituted Committee structure with greater clarity around responsibilities for Board members within Committees
- Completed BoardOnTrack assessment and identified immediate priorities / growth areas
- Invested more deeply in compliance measures (e.g., completed Brown Act Training, identified and started instituting required process changes)
- Provided ongoing oversight related to academics and finance (e.g., Head of School feedback, shift to online learning, transition to EdTec, ongoing financial planning / budgeting, etc.)
- ...and all this amidst a pandemic!

# Vision for the Board going forward

## FROM

- Deeper involvement in day-to-day operations
- Reliance on more reactive / ad-hoc processes
- “Inward focus” with limited external engagement
- Limited diversity and community representation



## TO

- Strategic oversight and accountability
- Longer-term planning and capacity-building mindset
- Much greater emphasis on PR / external relationship building
- Greater diversity and community representation

# Implications for areas of focus

## Governance

- Continued investment in compliance measures as needed
- Increased focus on capacity-building with the goal of being more strategic, efficient, and impactful (can use BoardOnTrack growth areas to inform)

## Talent and Academics

- Partnership to identify supports required to address any learning loss due to pandemic
- Increased focus on academic rigor and improving student learning outcomes
- Ensure leadership creates and implements talent strategy plan (e.g., teacher diversity)

## Finance

- Greater focus on long-term planning and budgeting (including more clarity for full Board around linkage between strategy and resource allocation)
- Support for any efforts to bridge near-term financing gaps as needed

## Community Engagement

- Support for charter renewal process
- Increased investment in overall PR / marketing efforts and positive positioning of ARISE within the community

# Resulting priorities for Board recruitment

| Priority capabilities / characteristics | Potential profiles   |
|---|--|
| <i>Academic expertise</i>               | School leaders (current / former)<br>Charter school network staff with academic focus<br>District staff with instructional focus<br>Talent development/recruitment (e.g. director of recruitment, chief talent officer, or org leader focused on teacher/leader diversity) |
| <i>Finance expertise</i>                | Charter school / district finance staff<br>School finance consultants<br>Facilities / leasing experts  |
| <i>Community voice</i>                  | Community members<br>Community organizers with deep connections to Black/Filipinx/Latinx communities<br>Alumni<br>Elected officials / people with political connections  |



Seeking to prioritize greater diversity across all areas and add 2-3 members by end of school year

# Proposed timeline and next steps

| Timing                 | Owner(s)                                   | Activity   |
|------------------------|--|--|
| By mid-February        | KG / GF<br>Full Board                      | Create initial plan and confirm proposed areas of focus with full Board at 2/16 meeting<br>Start populating <a href="#">Board member tracker</a> (please fill out!)  |
| February 16 - March 16 | KG / GF<br>KG / GF<br>Full Board           | Develop candidate slate aligned with target capabilities / characteristics (with input from full Board)<br>Develop interview guide<br>Review candidate slate at 3/16 meeting and confirm extent to which current Board members intend to continue in SY21-22 |
| March 16 - May 11      | KG / GF or JO<br>Full Board<br>KG / GF/ JO | Conduct interviews with potential Board members<br>Continue adding candidates to slate as needed<br>Share feedback on interviews and proposed candidates to extend offers to at 5/11 meeting   |
| May 12 - June 15       | JO<br>KG / GF<br>KG / GF                   | Extend offers to potential candidates<br>Develop onboarding plan<br>Introduce new Board members at 6/15 meeting  |