

FY23 Board Assessment

Board Assessment Report

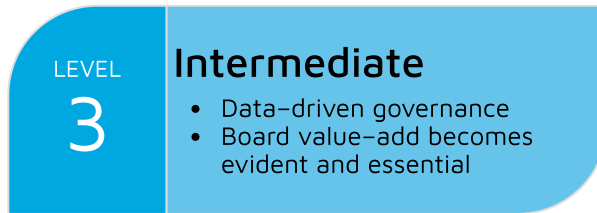
OPENED 8/8/2022

EXECUTIVE
DIRECTOR





BOARD MEMBERS

Anissia Vixamar **BD** Badawi Dweik **KC** Kathleen Crawford
MY Matthew Yezukevich **RR** Ramona Royal Sergio Martin
Susanna Girard **TT** Todd Tetreault

Completed



LEGEND

-  **BOARD** Average for all participating board members
-  **Executive Director** One Executive Director
-  One individual board member
-  **?** Insufficient Data

Overview

	Board
Board Meetings	LEVEL 4
Board Structure	LEVEL 5
Board Composition	LEVEL 2
Board Recruitment	LEVEL 4
Board Goals & Accountability	LEVEL 3
Finance	LEVEL 3
Development	LEVEL 1
Academic Oversight	LEVEL 3
Executive Director Support & Evaluation	LEVEL 3

Summary

LEVEL
1

LEVEL
2

LEVEL
3

LEVEL
4

LEVEL
5

Board Meetings				BOARD	
Board Structure					BOARD
Board Composition		BOARD			
Board Recruitment				BOARD	
Board Goals & Accountability			BOARD		
Finance			BOARD		
Development	BOARD				
Academic Oversight			BOARD		
Executive Director Support & Evaluation			BOARD		

Board Meetings

Details

LEVEL
1

LEVEL
2

LEVEL
3

LEVEL
4

LEVEL
5

Yearly Meeting Plan			BOARD		
Board Meeting Agenda					BOARD
Board Meeting Materials					BOARD
Board Meeting Content			BOARD		
Board Meeting Facilitation		BOARD			
Board Meeting Minutes					BOARD
Board Meeting Evaluation	BOARD				
Open Meeting Law Compliance			BOARD		

Board Structure

Details

LEVEL
1

LEVEL
2

LEVEL
3

LEVEL
4

LEVEL
5

Bylaws					BOARD
Job Descriptions			BOARD		
Officers					BOARD
Committees					BOARD

Board Composition

Details

LEVEL
1

LEVEL
2

LEVEL
3

LEVEL
4

LEVEL
5

Board Size	BOARD				
Previous Governance Experience	BOARD				
Skills and Expertise		BOARD			
Diversity		BOARD			
Level of Objectivity			BOARD		

Board Recruitment

Details

LEVEL
1

LEVEL
2

LEVEL
3

LEVEL
4

LEVEL
5

Recruitment Plan	BOARD				
Recruitment Process					BOARD
Board Recruitment Pipeline					BOARD
Role of the Executive Director in Board Recruitment			BOARD		
Orientation	BOARD				

Board Goals & Accountability

Details

LEVEL
1

LEVEL
2

LEVEL
3

LEVEL
4

LEVEL
5

Board Goals			BOARD		
Accountability		BOARD			

Finance

Details

LEVEL
1

LEVEL
2

LEVEL
3

LEVEL
4

LEVEL
5

Financial Oversight					BOARD
Financial Policies and Procedures			BOARD		
Financial Controls			BOARD		
Financial Reports				BOARD	
Developing Realistic Budgets					BOARD
Board Education		BOARD			
Annual Audit/990	BOARD				
Financial Compliance	BOARD				
Support of the Executive Director				BOARD	

Development

Details

LEVEL
1

LEVEL
2

LEVEL
3

LEVEL
4

LEVEL
5

Philosophical Alignment	BOARD				
Strategic Fund Development Plan	BOARD				
Accountability			BOARD		
Board Training	BOARD				

Academic Oversight

Details

LEVEL
1

LEVEL
2

LEVEL
3

LEVEL
4

LEVEL
5

Clarity of Vision			BOARD		
Roadmap		BOARD			
Charter Obligations		BOARD			
Standardized Testing					BOARD
Comparative Data		BOARD			
Board Education	BOARD				

Executive Director Support & Evaluation

Details

LEVEL
1

LEVEL
2

LEVEL
3

LEVEL
4

LEVEL
5

Governance/Management					BOARD
Partnership with Executive Director	BOARD				
Executive Director Evaluation			BOARD		
Executive Director Support			BOARD		

Please provide any additional comments, questions and concerns.



My board assessment is challenging due to two key factors. First, I am a new Trustee; I joined the board April 12th, 2022. Second, our Executive Director position has been vacant since just before I joined the board (our Director of Teaching and Learning and Chief of Staff has been serving as interim co-Executive Directors while we source an interim and permanent ED). This means that much of the board business has been occupied with the leadership transition.

Filling that role is a dependency for returning to some of the more normal annual rhythms of board business. In short, I've joined the board during a leadership transition, and I'm still ramping up.



I have served on the board for less than 6 months so I do not have a full, year-long experience to reflect upon. This lack of tenure is reflected in my answers.



FRCS, as other schools, is emerging from a volatile period. We are not (yet!) out of the woods.

FRCS may be 20 years old, but in many ways we are starting again. The community is struggling to cope with too many stressors: COVID, extreme fatigue, frustration, anger, and blame. Teachers feel it, school leaders feel it, parents and students feel it, the board feels it.

Can we turn the corner? Yes, I believe we can. But to do so, ALL community members need to step up; be more transparent, honest, and kind in equal measure. Rely on data; study it, make the plans, follow through, and adjust where warranted. Our students' futures depend on it!

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