

Discussing Navigator Board's 2018-2019 goals

Governance Committee

September 2018

Draft 2018-19 Board Goals

- Grow to a board of nine members; with focus on representation in new geographies and competencies needed
- Develop and maintain four fully-functioning committees: Finance, Governance, CEO Support and Evaluation, Academics
 - Add at least one non-board member to appropriate committees to strengthen committee structure and develop an expanded pool for new board members
 - Develop a task force to support facilities specifically
- Evolve our governance approach to ensure governing not managing (e.g. ensure the systems, structures and evolve to support this - strong dashboard, right questions posed to board)
- Other?

Draft 2018-19 Board Goals and Measures

- Grow to a board of nine members; with focus on representation in new geographies and competencies needed
 - # of members = 9
 - Competencies/geographies covered
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- Develop and maintain four fully-functioning committees: Finance, Governance, CEO Support and Evaluation, Academics
 - Add at least one non-board member to appropriate committees to strengthen committee structure and develop an expanded pool for new board members
 - Develop a task force to support facilities specifically
 - # of committees as of 6/2019
 - Frequency of meetings
 - Composition of committees
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- Evolve our governance approach to ensure governing not managing (e.g. ensure the systems, structures and evolve to support this - strong dashboard, right questions posed to board)
 - Dashboard in place that the board frequently refers to
 - Survey measure of board meeting effectiveness
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- Other?

Appendix

2017-2018 board goals*

- Build a well-rounded board of 7-8 members; with focus on representation in new geographies and competencies needed
 - Transition planning for board members and for officers
- Support strategic decision making and execution on growth
 - Ensure and support smooth reauthorizations
 - Undertake green-lighting process
 - Support launch of fundraising for new growth
- Support CEO's ongoing growth and development
- Model and support continued evolution of organization culture towards high expectations, accountability, openness and trust

*These goals weren't officially adopted by the board

Suggested board priorities from CEO for 2018-2019

Staffing the Board of Directors at a high level of excellence was a stated priority in 2017-18, and continues to be a top CEO priority. Additionally, developing detailed metrics and a system for monitoring these metrics will be necessary to drive improved staff performance and accountability. Supporting this priority will be the implementation of a dashboard, a meaningful way for the Board to monitor organizational performance in key areas. Specific objectives proposed for 2018-19 in this area include:

1) Grow to a board of nine members, with four fully-functioning committees, including:

- Finance*
- Governance*
- CEO Support and Evaluation*
- Academics and Programs*

2) Add at least one non-board member to each committee to strengthen committee structure and develop an expanded pool for new board members

Staff work related to governance

3) High-quality Board materials will be provided to Board members one week before board meetings, with all materials being vetted by a committee

4) Staff support for Board and Committee work will meet or exceed Board member expectations. A rubric and system for monitoring this will be developed. An easy first step could be a quick evaluation tool for board members to complete at the end of each board meeting.