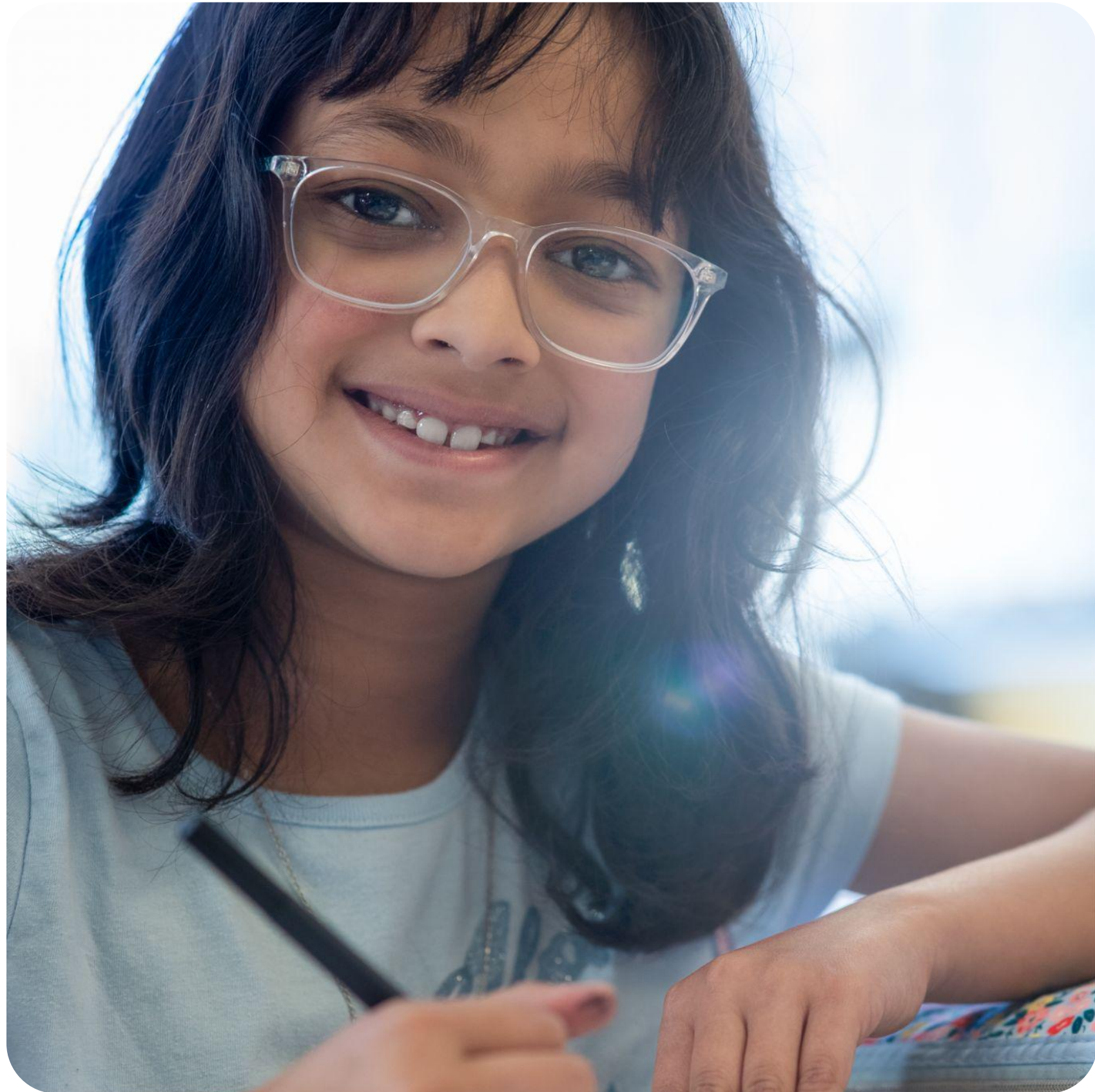


Board on Track Assessment

2024 Board Assessment Results

November 2024



Strategic Plan Alignment

3B - Preparing for Growth: Network Model & Governance

Establish a network model and governance structure to support growth, including roles, responsibilities, and decision-making processes.

Board on Track assessment provides feedback on Board structure, capability, and effectiveness.



1 - BASIC



2 - EMERGING



3 - INTERMEDIATE

- Ad Hoc, reactive, heroics
- Desire to understand and improve

- Begin to develop repeatable processes
- Board work connects to results for kids

- Data-driven governance
- Board value-add becomes evident and essential

4 - Advanced, 5 - Excellent

Background - 2023 and 2024 Assessment Reports provided in Board Book

Summary

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



Strengths

Most Improvement

CEO Support and Evaluation

Board Structure

Board Savvy CEO

Board Meetings

4 - Advanced

Areas to work on:

Meeting content, facilitation, evaluation, and annual plan

Board Structure

4 - Advanced

Areas to work on:

Job descriptions and committees

CEO Support & Evaluation

5 - Excellent

Areas to work on:

Governance/Management and CEO Support

Emerging

Finance

2 - Emerging

Most categories are level 1 and 2

Areas to work on:

Financial Policies/Procedures, Compliance, and Support of the CEO

Academic Oversight

2 - Emerging

Areas to work on:

Clarity of Vision, Roadmap, Comparative Data, and Academic Excellence Committee

Board Savvy CEO

2 - Emerging

Areas to work on:

Governance knowledge and succession planning





Basic

Board Composition & Recruiting

Basic/Emerging

Areas to work on:

Board size per BOT, previous experience, diversity and recruiting/orientation

Board Goals & Accountability

Basic/Emerging

Areas to work on:

Clear goals and processes, and consistent accountability

Development

Basic

Areas to work on:

Philosophical alignment and fundraising



Disconnected Results

Board Savvy CEO







Board - 2 - Emerging
 CEO - 5 - Excellent

Diverse Board Responses - Overall Average = 2

Questions were "Yes, No, I don't know" and not 1-5.

Appears disconnect is high amount of "I don't know" answers from Board members. Baseline for Matt's first year at STEM.

BoardSavvy CEO
 Details

	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4	LEVEL 5
Governance Knowledge	BOARD 				CEO 
Governance Prioritized		BOARD 			CEO 
Board Education			BOARD		CEO 
Setting Strategic Direction			BOARD		CEO 
Communication				BOARD CEO 	
Succession Planning	BOARD CEO 				



Looking Forward

Work in Progress

Academic Excellence Committee

Advancement Committee

Financial Policy updates

Financial Oversight

Board orientation

Meeting effectiveness