



New Board Member Selection and Orientation

New Board Recruitment and Selection Committee

- GFA will select from its existing board three members with the responsibility to prospect, recruit and solicit nominations for the school board
- The committee will keep an ongoing, year-round function including recruiting, contacting, prospecting, orienting, supporting, providing ongoing training, and evaluating potential board directors.
- The committee will be a developmental selection committee with a purpose of identifying the needs of the board including any special skills needed and prospect to find that board member. Sought-after expertise, knowledge, skills, experience, temperament, personality, values plus a passion for the school's vision will be factors in the selection process.
- The committee will be responsible for developing strategies to build board diversity, developing an initial list of prospective board directors, and conducting the preliminary interviews before presenting the candidates to the Good Foundations Academy board of directors.

Interview Process

- After the recruitment and selection committee has identified potential school board members, an interview process will be used to select the new board member.
- The interview process will include:
 1. The requirement of reading the schools two founding books
 2. Completing an essay on the two founding books:
 - “ The Schools We Need: And Why We Don't Have Them” by E.D. Hirsch Jr
 - “ Why Johnny Can't Tell Right from Wrong: And What We Can Do About It” by William Kilpatrick. *(Note 1: Essay Questions)*
 3. And an interview with the full Good Foundations Academy board.
 4. Reading of the GFA charter document, bylaws and school policies manual.

Trial Period

A trial period will be used to assess the new board candidate as to whether the vision, passion and leadership skills are demonstrated.

- The selected candidate then will begin a three (3) month trial membership on the Good Foundations Charter Board.
- During this trial period, the prospective GFA board member will be required to attend regular board meetings.
- Special administrative assignments may be given as needed and performance reviewed.

Orientation

The agenda for orientation will include the following:

- Overview of the mission, vision and educational goals of the charter school.
- Overview of the roles and responsibilities of the board of directors.
- Review of the individual board director job description detailing specific expectations (for example, committee work, meeting attendance, involvement in community outreach and fund-raising, etc.)
- Opportunity for board prospects to ask questions
- Declarations of willingness to serve by the board prospects
- Review of the GFA bylaws and understanding of the term limits and rotation of directors as described in the document

New Board Members Key Responsibilities

New board members of Good Foundations Academy will be responsible for the following.

- Consistent attendance at regular board meetings (i.e. – less than one absence per quarter)
- Participation as an active member and completing assigned tasks as required;
- Participation in the fund-raising activities of the school in a manner appropriate for that board director; and
- Preparation in advance before regular board meetings by reading and studying materials sent in advance regarding key actions the board is expected to take at the next meeting.

Attachments:

Note 1:

Essay Questions for new board member candidate

1. What are the key points that you learned from reading each of these books?
2. From your reading of these two books can you describe the educational and mission philosophy supported by the writings of Hirsch and Kilpatrick?
3. What information from these two books do you think will most benefit the students at Good Foundations Academy?