

Welcome

The First Year Journey

Session 1

May 8, 2023

Great Governance, Excellent Education, Strong Communities



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Agenda



Tonight:

**Essential Work of Vermont School Boards
Meet VSBA**

May 15 5-6:30

**Budget and Financial Oversight
What to Expect at a Board Meeting**

Webinar Logistics

Technical difficulties: 802-477-3601

Questions

- Questions and comments are always welcome
- Ask questions via “Chat” to Kerri Lamb ONLY.

Evaluation

- Emailed following the webinar

Email follow-up

- Link to video
- PowerPoint slides
- Other resources or answers to open ended questions

Vermont School Boards Association (VSBA) Staff

Coming soon



Sue Ceglowski

Executive
Director



Sandra Cameron

Associate
Executive
Director



Debbie Singiser

Director of
Board Services



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Policy &
Legislative
Affairs



Kerri Lamb

Director of
Operations

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Discussion Questions

1. *What is the role of a school board*

2. *What do school boards do*





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Essential Work of Vermont School Boards

Introduction to School Board Service

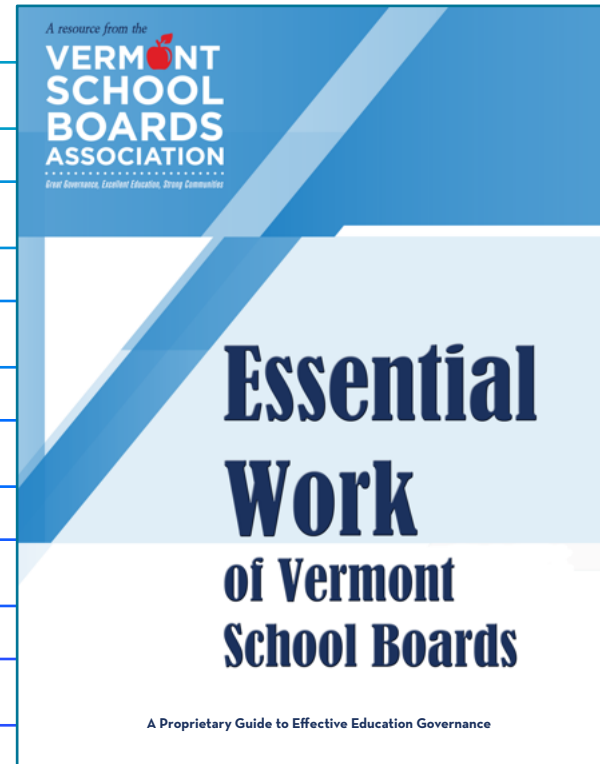
Educational Equity

Education Governance

Board Operations

Common Challenges

Additional Support



VSBA Beliefs

1. That public education is the foundation of and for democracy.
2. The VSBA represents school boards in Vermont.
3. Public education in Vermont is critically important for a healthy democracy, is the engine that drives economic development, and is the core of a strong community.
4. School boards and their communities need to understand the jobs, roles, and responsibilities of school boards and their members; and boards need to have professional development to be effective and efficient in their roles.
5. Public education is the greatest equalizer.
6. Education is a fundamental right.
7. Vermont is a state where every student has equitable access to a world class public education, and our students are driven by their aspirations, through empowered school boards, who are ensuring student success.
8. The VSBA is the glue that ties together local school boards, and is respectful of different positions of school boards.

VSBA Vision and Mission

VISION:

The VSBA is the trusted leadership organization advancing the essential work of Vermont school boards so that each and every student is supported in their educational journey.

MISSION:

Develop and provide systems and resources that support school boards and their members, informed through inclusive community engagement.

VSBA: The Collective Voice for School Boards



Informs education policy decisions

- Agency of Education
- State Board
- General Assembly

Informs members about public policy deliberations

- Education Legislative Blog
- Education Legislative Reports
- Legislative Alerts
- Annual Legislative Update Webinar

VSBA Public Policy and Advocacy

Monitor Legislation

- Advocate on behalf of our members

Communicate about General Assembly activities

- Legislative Reports
- Legislative Alerts

Collaborate with other education organizations

- Serve on task forces

VSBA Model Policies

Vermont Education Policy Service



VSBA Supports School Boards

Phone and Email Consultation

Ongoing Training and Conference

- Live Workshops
- Monthly Webinars
- Regional Meetings
- Annual Conference

Meeting Planning and Facilitation

Regular Email Updates

Website

- www.vtvsba.org

Consultation Services

- Superintendent Search
- Superintendent Evaluation
- Strategic Planning
- Policy Governance
- Vermont Education Policy

Collective Bargaining Supports

- Master Agreement Database
- Training and Consulting
- Employer Commission for Statewide Healthcare Negotiations

Publications

- Essential Work of Vermont School Boards
- Vermont Education Law Book
- Member Newsletters

Board Development Opportunities

Webinars

- Generally held on the second Tuesday of the month
- Topics of relevance and importance to effective school board management
- FREE registration
- Visit www.vtvsba.org/events for upcoming topics and registration
- Additional webinars are added as needed.

VSBA Meetings

- Regional Meetings
 - 11 Regions
 - September/October dates are on the website
 - Registration at www.vtvsba.org/events
- Annual Conference: October 26 & 27, 2023
 - Lake Morey Resort, Fairlee, VT

Board Training

- District and Supervisory Union
- Retreats
- Goal Setting
- At invitation of the Board

Representative Governance Model

Whose interests do you represent?

**The community of constituents who elected
you?**

or...

The district as an organization?

Transparency and Trust in Governance

Occurs when board members understand
the difference between:

Representative “for”

versus

Representative “of”

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“Representative For” vs. “Representative Of”

If board members believe that they are a **“representative for,”** they see themselves as the elected representatives of a particular constituency.

*They voice only the self interests and opinions of that constituency and **vote only on behalf of that constituency’s interests.***

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“Representative For” vs. “Representative Of”

Board members who view their role as ensuring that the views, beliefs, values and self-interests of the constituencies they know the best are on the table as part of the conversation, are **“representative of.”**

*They voice interest and opinions of those they know best and vote on behalf of the best **overall interests of the organization.***

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VSBA Model Code of Ethics

As a member of my local school board, I will remember that my primary concerns must be the educational welfare of the students in my district and excellent return on investment for taxpayers. I agree to conduct myself in accordance with the following commitments. I will:

1. Act within the scope of my official role
2. Act within the scope of my fiduciary role
3. Uphold the highest ethical standards
4. Respect my peers and constituents, and uphold confidentiality

Hold Yourself and Each Other Accountable



Essential Work of Vermont School Boards



**Engage the Community
& Establish a Vision**



Adopt Policy



**Board & Superintendent
Partnership**



**Develop a Budget &
Assure Financial Oversight**



Monitor Progress



**Effective & Ethical
Operations**

A resource from the
**VERMONT
SCHOOL
BOARDS
ASSOCIATION**
Great Governance, Excellent Education, Strong Communities

Essential Work of Vermont School Boards

Website Toolkit at www.vtvsba.org

A Proprietary Guide to Effective Education Governance

VERMONT
SCHOOL BOARDS ASSOCIATION

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Education Governance in Vermont

- Governance refers to structures and processes that are designed to ensure accountability, transparency, responsiveness, rule of law, stability, equity, and inclusiveness, empowerment, and broad-based participation.
- Governance also represents the norms, values, and rules of the game through which public affairs are managed.
- Governance is about the culture and institutional environment in which citizens and stakeholders interact among themselves and participate in public affairs.

The History of Public Education in Vermont

Rich tradition

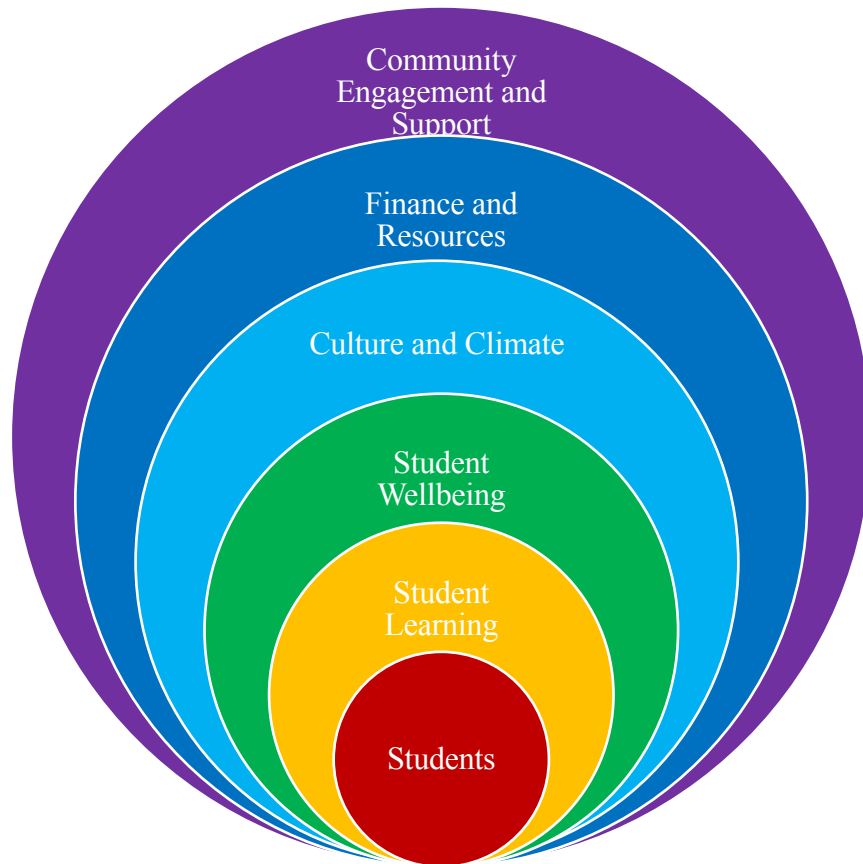
Public partnership

Reformed and professionalized

Broadened and consolidated

Balancing centralization and localization

Funding challenges



Three Big Questions

1. How are our students doing?
2. What are we doing to improve student learning?
3. How will we know we are making progress?

Three Big Questions

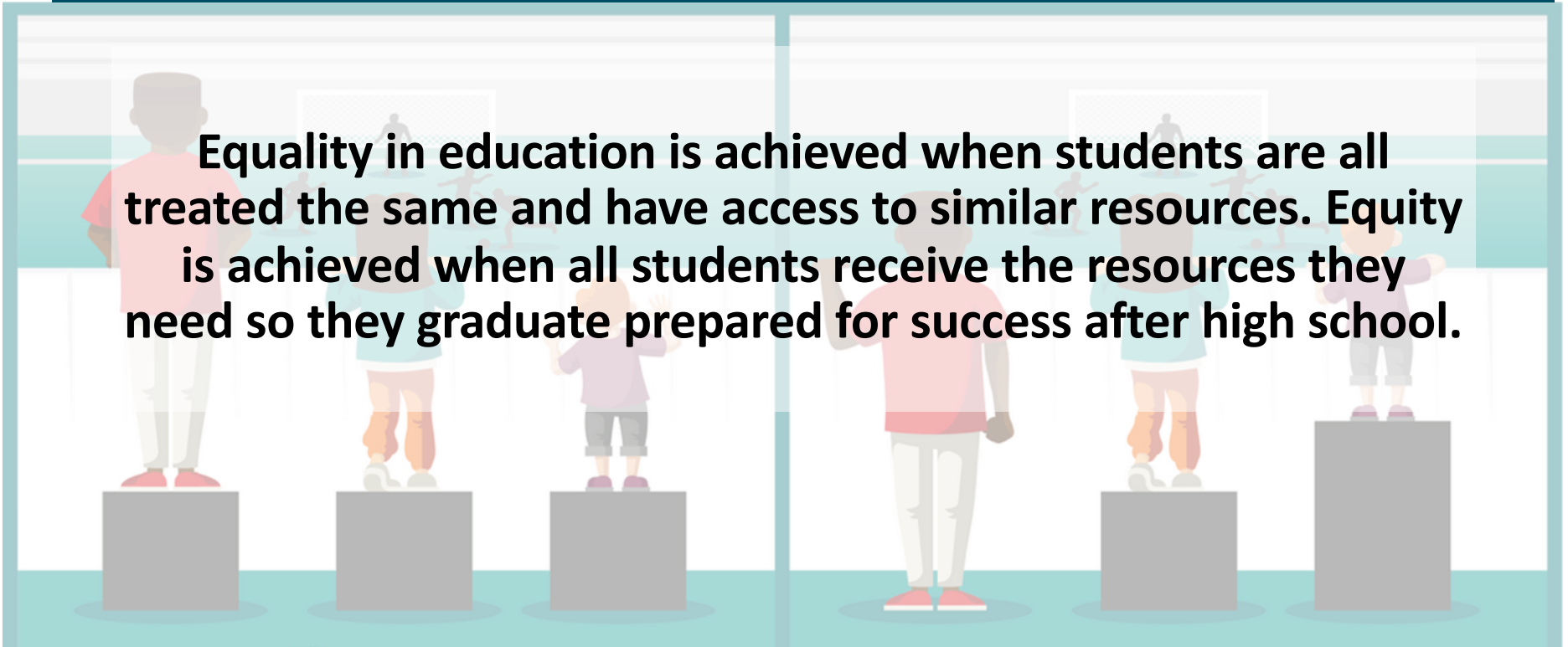
- 1. How are our students doing*
- 2. What are we doing to improve student learning*
- 3. How will we know we are making progress*



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Equality vs. Equity

Equality in education is achieved when students are all treated the same and have access to similar resources. Equity is achieved when all students receive the resources they need so they graduate prepared for success after high school.



Educational Equity



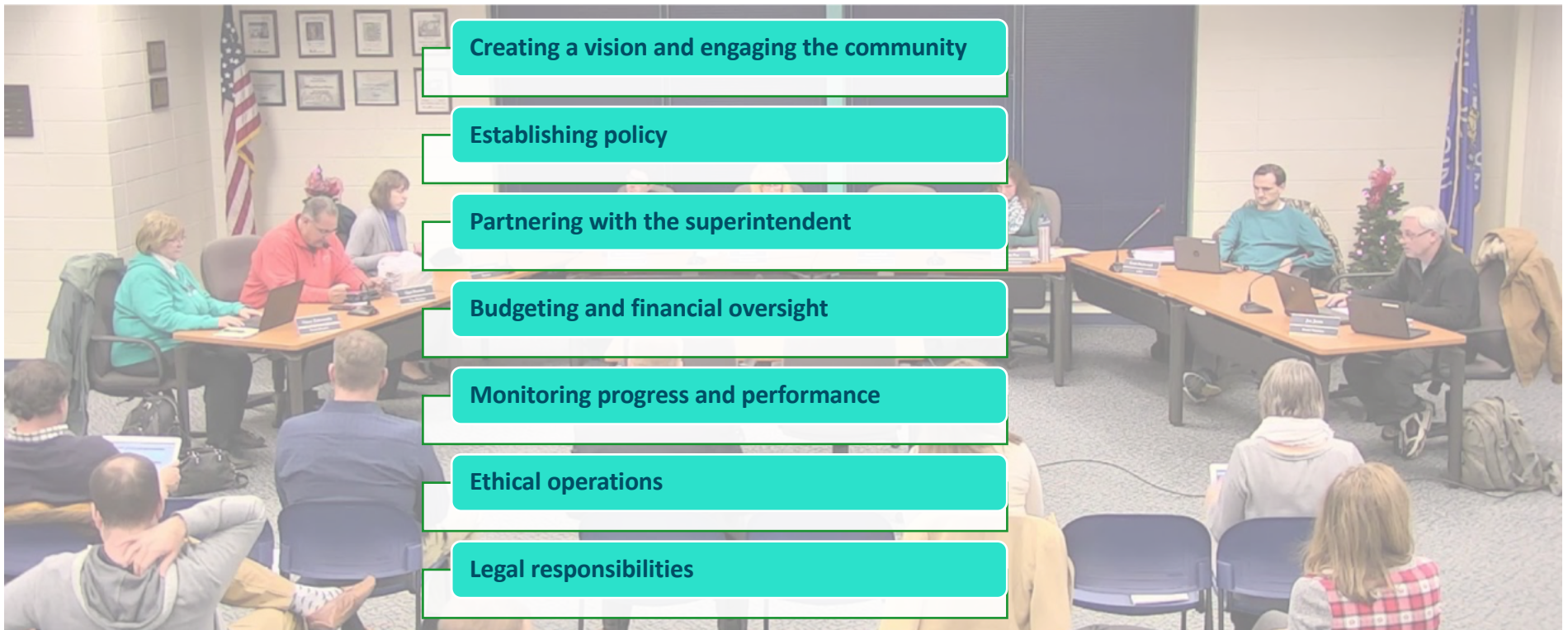
A noble endeavor

Leadership for equity

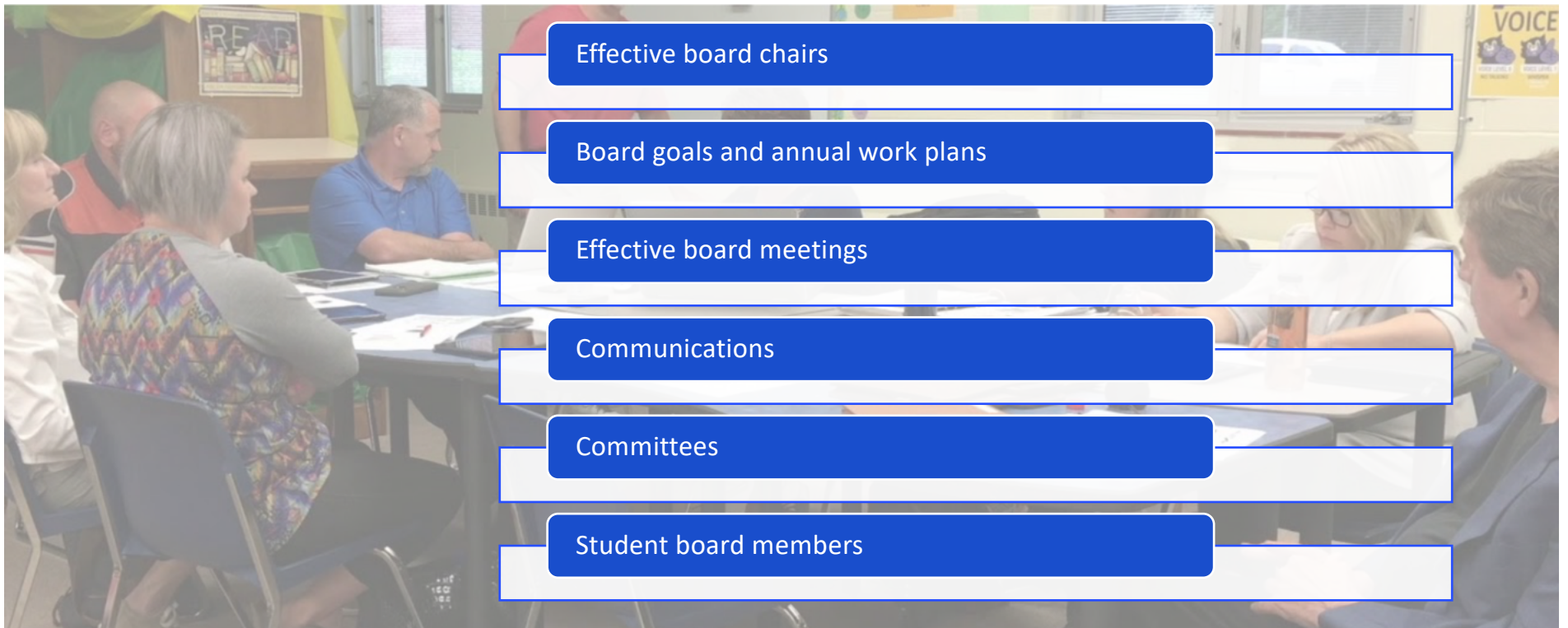
Needs and opportunities

Available tools

Effective Education Governance



Board Operations



Trust Invulnerability vs. Trust	No members are comfortable mentioning their mistakes and weaknesses.	Rarely are any members comfortable mentioning their mistakes and weaknesses.	Two or three members are consistently comfortable mentioning their mistakes and weaknesses.	The majority of members are comfortable mentioning their mistakes and weaknesses.	All members are genuinely open about their mistakes and weaknesses
Communication Artificial Harmony vs. Candor	No members engage in unfiltered and passionate debate of their ideas in fear of discomfort and/or drama.	Rarely do any members engage in unfiltered and passionate debate of their ideas in fear of discomfort and drama.	Two or three members are consistently able to engage in unfiltered and passionate debate of their ideas with no discomfort and/or drama	The majority of members are able to engage in unfiltered and passionate debate of their ideas with no discomfort and/or drama	All members engage in unfiltered and passionate debate of their ideas with no discomfort and/or drama.
Commitment Ambiguity vs. Commitment	No members have buy in and/or commitment to our agreements and decisions	Rarely do any members show buy in and/or commitment to our agreements and decisions	Two or three members consistently show buy in and/or commitment to our agreements and decisions	The majority of members show buy in and/or commitment to our agreements and decisions	All members show buy in and/or commitment to our agreements and decisions
Accountability Low Standards vs. Accountability	No members call each other on actions and behaviors that are harmful to the board	Rarely do any members call each other on actions and behaviors that are harmful to the board	Two or three members consistently call each other on actions and behaviors that are harmful to the board	The majority of members call each other on actions and behaviors that are harmful to the board	All members are comfortable calling each other on actions and behaviors that are harmful to the board
Results Status & Ego vs. Results-Driven	No members put the goals of the board before their own needs (ego, advancement or recognition)	Rarely do any members put the goals of the board before their own needs (ego, advancement or recognition)	Two or three members consistently put the goals of the board before their own needs (ego, advancement or recognition)	The majority of members put the goals of the board before their own needs (ego, advancement or recognition)	All members put the goals of the board before their own needs (ego, advancement or recognition)

Common Board Challenges

Handling complaints outside of board meetings

Addressing board member conduct

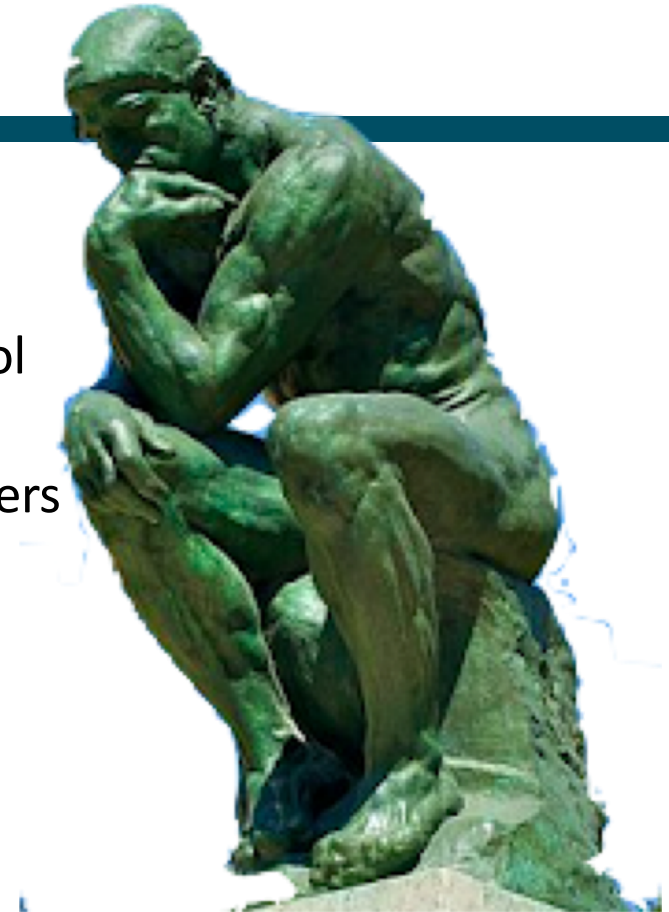
Making group decisions

Delegating and accountability

SCHOOL
BOARD
MEETING

Reflections

- In one sentence, what is the role of the school board?
- What are 3 important things all board members should do?
- What are you thinking about differently after today's meeting?





**Did we cover everything you
wanted to talk about?**

Resources

[Home](#)[Events](#)[Awards](#)[Services](#)[Advocacy](#)[Tool Kits](#)[Publications](#)[Resources](#)[More](#)

1. [New Board Member tool kit](#) on our website where we've gathered resources created for new board members.
2. The Essential Work of Vermont School Boards is available in the [online Essential Work tool kit](#) and you should have received a copy of the book in the mail.
3. Previous webinars are archived on our website: [Past webinars](#).





See you next week for Session #2

Budgeting and Financial Oversight

May 15
5 – 6:30 PM



For more information, contact

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802-417-1903 (cell)