

## **Board Retreat**

Monday, August 5, 2024 4:30 PM

Davis Center, 1250 West Broadway Avenue, Minneapolis, Minnesota 55411

- 1) **Materials Provided to the Board**

# Board Retreat

August 5, 2024



4:30-4:15 pm	<ul style="list-style-type: none"><li>• Warm Welcome</li></ul>
4:45-5:15 pm	<ul style="list-style-type: none"><li>• Board Norms</li></ul>
5:15-5:45 pm	<ul style="list-style-type: none"><li>• Governance</li></ul>
5:45-7:15 pm	<ul style="list-style-type: none"><li>• Board Discussion</li></ul>
7:15-7:30 pm	<ul style="list-style-type: none"><li>• Closing</li></ul>

Notes:



# Board Retreat

August 5, 2024

# Agenda

4:30 - 4:15 PM	Welcome
4:45 - 5:15 PM	Norms
5:15 - 5:45 PM	Governance
6:15 - 7:45 PM	Board Discussion
7:45 - 8:00 PM	Closing

## ***Our Mission***

Minneapolis Public Schools exists to provide a high quality, anti-racist, culturally responsive education for every Minneapolis student.

## ***Our Vision***

All students - regardless of their background, zip code, and individual needs- - WILL receive an anti-racist, holistic education that builds essential knowledge to prepare students for success.

# Welcome

# Warm Welcome



You suddenly find yourself on stage for a TED talk with no planning. What can YOU talk about for 18 minutes?

# Norms

# Norms

## **Purpose: Identify and create norms for the school board**

1. Create your own Board norms.
2. State norms as commitments to act or behave in a certain way rather than beliefs.
3. Norms should be reviewed at the beginning of and end of each meeting for 6 months.
4. Formally evaluate your effectiveness at least twice a year.
  - a. Are we adhering to our norm?
  - b. Do we need to establish a new norm to address a problem occurring with our board?
  - c. Are we working interdependently to achieve our goals?
5. We should focus on a few essential norms rather than creating a expansive list.
6. Not following board norms should be addressed.

*Norms are not intended to serve as rules but rather as commitments: public agreements shared among the members (Kegan & Lahey). When done well, norms can help establish trust, openness, commitment, and accountability. (Dufour)*

## **Outcomes: The School Board should focus on a few essential norms rather than creating an extensive list.**

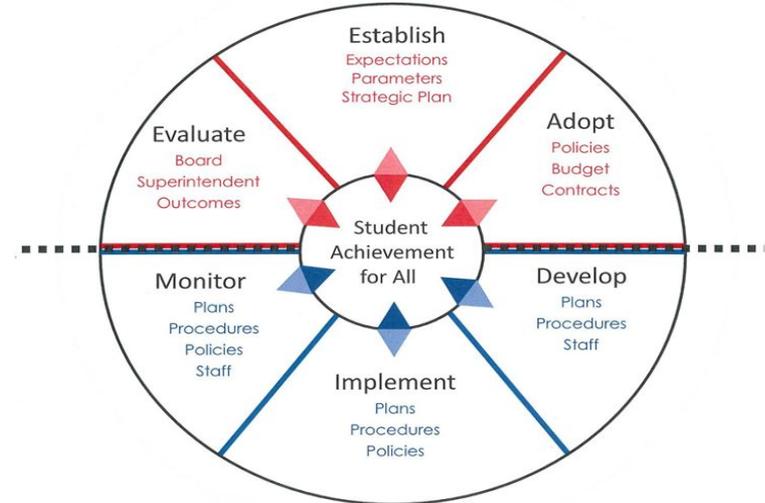
# Governance

# Governance Model

Board Governance Model			
<b>Board</b>	<b>Evaluate</b> Board Superintendent Outcomes	<b>Establish</b> Expectations Parameters Strategic Plan	<b>Adopt</b> Policies Budget Contracts
<b>Superintendent</b>	<b>Monitor</b> Plans Procedures Policies Staff	<b>Implement</b> Plans Procedures Policies	<b>Develop</b> Plans Procedures Staff

## Board Governance Model

**The School Board Governs**  
Setting expectations and parameters



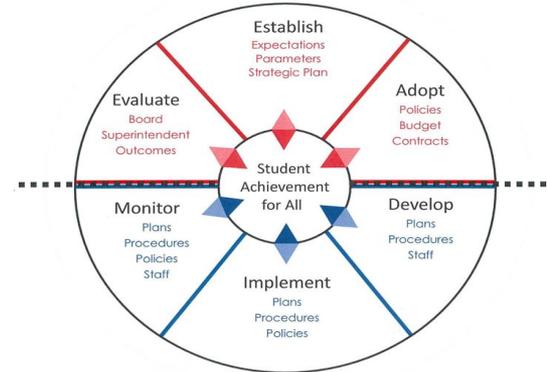
**The Superintendent Manages**  
Providing leadership and supervision

# Difference between Governance and Management

<b>Governance</b>	<b>Management</b>
<p>Why?</p> <p>To what end?</p> <p>At what cost?</p> <p>Through what policies?</p>	<p>What?</p> <p>When?</p> <p>How will this get done?</p> <p>Who will be responsible for doing it?</p>

Board Governance Model

The School Board Governs  
Setting expectations and parameters



The Superintendent Manages  
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# Board Discussion

# Board Discussion



# Closing

# Hopes & Dreams

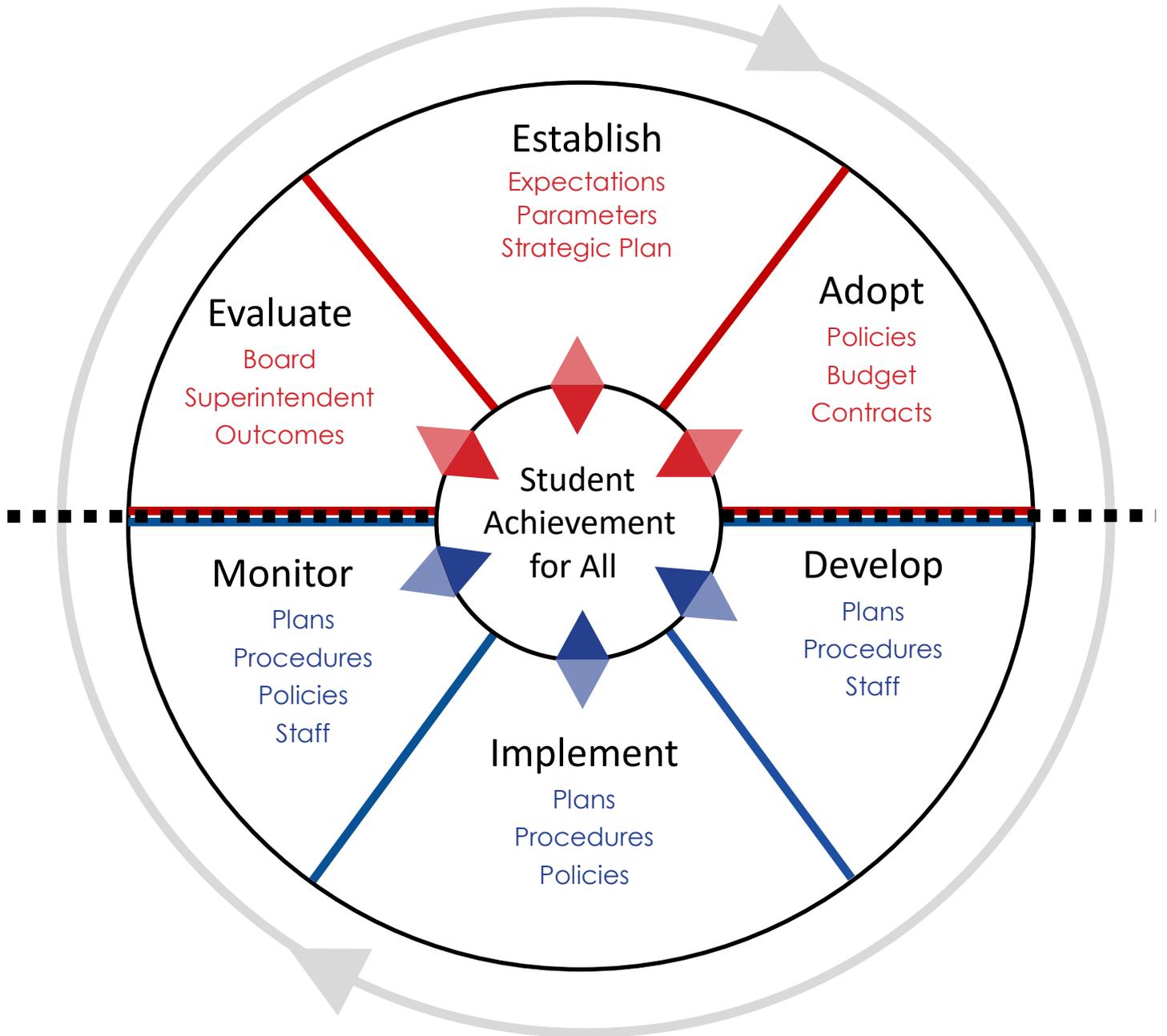
What are your hopes  
and dreams for  
transforming the  
Minneapolis Public  
School District?



# Board Governance Model

## The School Board Governs

Setting expectations and parameters



## The Superintendent Manages

Providing leadership and supervision

## **Board has the Authority of Governance**

*No one else has it. The board has five primary responsibilities:*

- School governance and policy
- Operational performance oversight and organizational development direction
- Board governance policy
- Superintendent relations
- Public engagement, community relations and advocacy of public education

## **Administration has the Authority of Management**

*No one else has it. Administrators have six primary responsibilities:*

- Resource management: financial, human and physical
- Instructional leadership at the Principal
- Performance management and professional development
- Continuous improvement
- Procedures and practices aligned with district policy
- Staff, parent and community relations

## **Difference Between Governance and Management**

<b>Governance</b>	<b>Management</b>
Why? To what end? At what cost? Through what policies?	What? When? How will this get done? Who will be responsible for doing it?

**What is the governance question?**