



NIM
CCS
New Mexico
Coalition for
Charter Schools

Governing Council Succession: A Practical Guide

Hugh Prather, Ph.D.
Prather Consulting



Champion Charter School Excellence

2016 Annual Conference



During this session we will:

- Compare the differences between a School Board and Governing Council (GC)
- Explore the diversity that makes a GC effective
- Engage in a simulated process to assess current GC human assets
- Discuss processes to bring additional strengths to the GC



A comparison and a contrast

Board of Education

- Created by statute
- Vested with policy authority
- Hires/fires superintendent
- Elected public official
- Serves a four-year term

Governing Council

- Created by statute
- Vested with policy authority
- Hires/fires Executive Director
- Appointed public official
- Serves an indeterminate term

What are typical GC terms of service?

- Succession process varies considerably
 - Overlap
 - Selection process
 - Policy versus practice
- Real-time assessment of what we discover in the room



GC Components to Consider

- Size
 - Just like the little bear's porridge (>4 , <12)
 - Open Meetings Act compliance
- Diversity
 - Perspectives-professions
 - Backgrounds
- Age and representativity



Steps in creating your succession plan

- Review and update your current policy/charter
- Commit to a retreat to identify attributes matrix
- Develop the matrix real-time
 - Ideal attributes
 - Present status
 - Gaps between real and ideal



Let's Practice

Attributes	Current Status	Ideal Status
• Rank ordered	• Self-identified	• Prioritized

Snow card technique with post-its can help you complete the matrix



How do you recruit for the matrix?

- School community as a starter
- Professional associations for specialties
- NMCCS as a resource
- ACES as a resource
- Cold calls as a last resort



Contact Information

Hugh Prather

Prather Consulting

hugh.h.prather@gmail.com

(505) 321 – 1467

