

California School Boards Association
Governance Consulting Services (GCS)

Governance Leadership Development Workshops

CSBA Governance Leadership Development workshops, are specifically designed to help governance teams create a framework for the *governance team – the board and superintendent*. The workshop is based on CSBA's *Four Building Blocks of Effective Governance*:

1. *Unity of Purpose*
2. *Roles and Responsibilities*
3. *Positive Culture*
4. *Supportive structures and processes*

During a governance workshop, the GCS consultant will facilitate discussions between and among members of the team to begin the process of setting mutual expectations for the board and superintendent:

- Begin to determine the team's unity or purpose – the shared core values and beliefs which become the foundation from which all work of the governance team flows. Once there is an idea of the shared values and beliefs, the team can begin to identify the vision, priorities and goals for the district
- Discuss and gain clarity on the role and responsibilities of the board and the superintendent, as well as expectations for interactions with other district staff.
- Develop a set of norms (behaviors) that will establish and/or sustain a positive governance team culture
- Create protocols (supportive processes) that will assist the governance team to work effectively toward the attainment of governance team priorities.

During the week prior to the governance workshop, the consultant will contact each board member and the superintendent to introduce him or herself, to answer any questions team members may have about the workshop, and to have a brief confidential discussion about any topics or issues that should be discussed, and to gain an understanding of each person's expectations for the governance workshop.

Following the workshop the consultant will return workshop notes that will include:

- All agreements reached by the team during the workshop
- The proposed next steps that the governance team plans to take to complete and institutionalize the work begun during the workshop
- Other relevant information the GCS consultant believes is important to include

The fee for a full day workshop is \$2000. Considerable flexibility in scheduling is available to meet the governance team's needs. For workshops held over two evenings or days there is an additional \$200.00 convenience fee. A normal six-hour workshop can be held:

- On a single day during the week or on a Saturday (usually between 9:00 a.m. and 3:00 p.m. – but the hours are flexible)
- Over two evenings (three hours each evening)
- Three hours in an evening and three hours the next morning

