

REPAIRING SCHOOL BOARD DYSFUNCTION

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Why join the School Board

- To share time and talent
- To represent a particular group in the community
- Create strong relationship between the board and the community
- Personal interest in school system
- Believe in quality education for current and future students

Why NOT to join the School Board

- To “clean house”
- To use as a stepping stone to other office
- To have something to do
- For the benefits

Effective Boards

- Start with effective board members
 - There for the right reason
 - Familiarize themselves with board policies, state and federal law, rules and regulations
 - Are prepared
 - Engage in productive discussion
 - Are team players
 - Are focused on student achievement

Effective Boards

- Are focused on student achievement
- Form a clear vision for their school district
- Work as a team
- Invite differing views and opinions
- Build positive relationships
- Work toward consensus
- Maintain professionalism

Dysfunctional Boards

- Board meetings are incredibly boring and interminably long
 - Poor meeting structure, lack of leadership, and discipline
- Don't set goals
- Don't reach goals
- Are not focused
- Are unproductive
- Are inefficient
- Are not respected

Identifying the Problem(s)

- Board meetings are unspeakably boring
- Board members do not understand their responsibilities and authority
- Board members do not take their roles seriously
- Decisions are not made
- Decisions are not implemented
- Decisions are inconsistent

Identifying the Problem(s)

- Board and administration are at odds
- Board does not connect with the community
- Board members do not get along
- Board is dominated by a clique
- Board lacks leadership
- Board lacks innovation
- Board is always in crisis mode
- Board is not respected
- Rogue board member(s)

The Rogue Member

- Self-interested
- Wrong intentioned
- Misguided
- Absent
- Disregards rules and procedures
- Is unprepared
- Disseminates information
- Disseminates misinformation
- Speaks on behalf of board without authority
- Engages in misconduct

Remedies

- Identify the problem
- Focus on board and its mission
- Confront the issue
- Show disapproval
- Censure
- Recall
- Remove by court order

Dysfunctional Boards - videos

<https://www.youtube.com/watch?v=ADYGuPmeMXw>



<https://www.youtube.com/watch?v=-zTuT4mV4pY>



<https://www.youtube.com/watch?v=zgcj8pcrFaM>



<https://www.youtube.com/watch?v=Exl7BE3PzQM>



<https://www.youtube.com/watch?v=1eC2TTBqc7Q>

Scenario 1

- You are a member of a Board where everyone “goes with the flow.” There is no conflict and things are coasting right along. Is there anything wrong with this picture?

Scenario 2

- Your board is completely dysfunctional. You know it and so do your fellow board members. You speak to your board president, who says you are overreacting.
- What do you do?

Scenario 3

- Your archenemy has just been appointed to the board. What do you do?

Scenario 4

- You continue to hear from your children, friends, and family that the elementary school is not being well run. Teachers and staff are running amok and not following the rules. What do you do?