

# Policy Governance® Associates

Consulting for Non-profit,  
Government and Corporate Boards

“Moving boards to a higher level...one board at a time”

Visit Our Website at <http://www.policygov.com>

**On this site** you will find information about a governing strategy called 'policy governance' and what is required to employ it. This information is provided to help you understand the model and decide whether your board-executive team will be able to benefit from it. You can review selected work we have prepared, presented, or published on various aspects of the model. We also have resources you can use in developing a governance plan that guides your board in its complex servant-leadership role and its relationship with staff. We believe boards can improve their effectiveness as they investigate, adopt, operate and maintain this model to achieve the goals of their organizations through good governance.

Bob Hughes & Rick Maloney – 38 years of elected school board service...and still ticking

**Together** they have assisted other school boards interested in exploring, adopting and refining the Policy Governance model to best meet the needs of their districts. Because they are themselves school board members, they know from personal experience the challenges and difficulties board members face while using this strategy to ‘do the right thing’ on behalf of constituents.



**Bob Hughes** is a 28-year veteran of Lake Washington School Board in Redmond, Washington. He has served as President for 4 terms. He is a graduate of the Carver Policy Governance Academy and has helped a variety of boards (including profit, non-profit and government) explore and adopt the policy governance model.



**Dr. Rick Maloney** has served for ten years on the University Place School Board in University Place, Washington, 5 terms as President. He has consulted for a wide variety of organizations on managing organizational effectiveness and change since 1979, and has led his district’s implementation of policy governance since 2001.

## Board Members Helping Fellow Board Members

We welcome your interest in Policy Governance® as a governing strategy for your district.

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## Board Business or Staff Business? - An Agenda that Works

**Find out** how to focus the board's limited meeting time on its main responsibilities, rather than on staff activity that can and should be delegated to the superintendent. Ensuring that the board, in its meetings, works on the right tasks is the job of a forward thinking board and a well constructed meeting agenda. Most school board **meeting agendas** are originated by staff, with board members adding items on an ad hoc basis. Not surprisingly, meetings tend to focus on the work of staff, in spite of the fact that boards, as part-time school leaders, have precious little time to devote to their own work.

### What's Wrong With Meetings?

How about...Time...Priorities...Relevance...Staff...The Public...Board Members Themselves?

### Agendas We Have Known

- Whoever prepares the agenda...**directs** the **directors**
- See examples of agendas prepared by staff...to do the work of...THE STAFF

### What is Board Business?

- Represent the Community – Act as trustees on behalf of the ‘ownership’
- Assure performance of the district – Accountability to the Community
- Provide **vision** that guides the staff – What to **achieve** & What to **avoid**

### What is Staff Business?

- Achieve end results directed by the Board on behalf of the Community
- Comply with policy limitations

### Our System of Governance & Its Effect on Board Meeting Effectiveness

- Link with the community
- Set policy for the board and for the staff
- Monitoring performance: Achieving desired ends; Avoiding unacceptable conditions

### Board-Directed Agendas That Guide Board Business All Year Long

Plan entire year's agenda...one month at a time...Schedule limited Board time on Board business

### Download

Entire PowerPoint Presentation is available for download at <http://www.policygov.com>