



## GOVERNANCE CONSULTING SERVICES

# Good Beginnings Workshop

All Governance Consulting Services workshops provide customized support to assist school district governance teams in strengthening their leadership skills, improving their organizational effectiveness and keeping district efforts focused on learning and achievement for all students.

CSBA Good Beginnings workshops, which follow the hiring of a new superintendent and/or the election of new board members, are specifically designed to help governance teams create a framework for the new governance team.

Workshops are individually tailored for districts and are conducted as open meetings of the governing board in accordance with the Brown Act. The pre-workshop process includes individual phone interviews with all governance team members.

### **The workshop is based on CSBA's Four Building Blocks of Effective Governance:**

1. Unity of Purpose
2. Roles and Responsibilities
3. Positive Governance Team Culture (norms)
4. Supportive Structures and Processes (protocols)

During the six-hour workshop, the GCS consultant will facilitate discussions among team members to begin the process of:

- › Identifying the team's Unity of Purpose—the shared core values and beliefs—the foundation from which all work of the governance team flows
- › Gaining clarity on the role and responsibilities of the board and the role, responsibilities and duties of the superintendent
- › Developing norms and protocols that will assist the team to work effectively toward the attainment of governance team priorities
- › Discussing additional topics such as goal setting and superintendent evaluation.

### **Following the workshop the governance team will receive workshop notes from the GCS consultant that will include:**

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

### **Considerable flexibility in scheduling is available to meet the governance team's needs. The 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 (during the week and/or including Saturday morning)

**For more information, contact:**  
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