

DeKalb County School Board

Whole Board Governance Training

Awards & Recognitions and Their Relationship to Good Governance

April 19, 2024

Facilitator:

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GSBA

STANDARDS FOR EFFECTIVE GOVERNANCE OF GEORGIA SCHOOL SYSTEMS

Domain I: Governance Structure

Domain II: Strategic Planning

**Domain III: Board and Community
Relations**

Domain IV: Policy Development

Domain V: Board Meetings

Domain VI: Personnel

Domain VII: Financial Governance

Domain VIII: Ethics

GSBA

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AWARDS & RECOGNITION

Opportunities to be recognized



BOARD RECOGNITION

3-tier process to achieve the highest level in board governance. The 3 recognition levels are Quality, Distinguished & Exemplary.



LEADING EDGE AWARD

Highlights school systems that are implementing innovative practices aligned with the Georgia Vision for Public Education components.



GOVERNANCE TEAM OF THE YEAR

Honors the top board/superintendent team that best demonstrates its commitment to maximizing student achievement and enhancing trust and support for public education in their community.



STUDENT VIDEO CONTEST

Students create a short, creative video that covers a theme.



BEACON AWARD

Recognizes reporting on public education by people, representatives, or organizations over a period of time.



SERVICE PINS

Recognizes school board members who have served 15, 25, or 30+ years of service on their local board.






BOARD RECOGNITION



BOARD RECOGNITION

In 1998, the Georgia School Boards Association was one of the first school board associations in the nation to develop a program of standards for local governance teams. When the Georgia State Board of Education adopted a set of state standards for local boards of education in 2011, GSBA revised its recognition program to reflect the state standards and to offer governance teams additional ways to increase their effectiveness.

The Board Recognition Program offers 3 levels of recognition:

-  Quality
-  Distinguished
-  Exemplary

Boards may apply for the level at which they meet the criteria. To remain at the current level, boards must renew/reapply each year.

BOARD RECOGNITION

FY2024 Process



Applications Open: **Friday, March 29, 2024**



Applications Close: **Friday, July 26, 2024, at 5:00pm**



Training Year runs **July 1, 2023 – June 30, 2024**. All board member training must be completed by 5:00pm on June 30, 2024.



Awards will be presented at the 2024 GSBA/GSSA Annual Conference in December. *New Dates this year! December 11-13*

BOARD RECOGNITION

FY2024 Updates

For FY2024, the program has been updated with several notes and additional criteria for all 3 levels. Below are some highlights of the changes:

Governance Team Self-Assessment:

- **Required for all 3 levels:** Must submit a “Team” self-assessment, which includes the superintendent (not an individual assessment).
- **Required for all 3 levels:** Must submit the full, completed self-assessment, not just a cover letter. Distinguished and Exemplary must also include the full, completed self-assessment for their committees, not just a cover letter.

Local Board of Education Training Requirements:

- **Required for all 3 levels:** If a school board member completed any online courses through School Board U, verification must be submitted along with the list of all other training received. Applicants may include a copy of the certification of completion for each School Board U Course completed per board member.

Board Norms & Protocols:

- ***New requirement for the Quality & Distinguished levels!*** The Governance Team must establish, formally adopt, and abide by written Governance Team Board Norms & Protocols. These must be reviewed and approved annually. Must submit your current Board Norms & Protocols.
- **For Exemplary level:** Must submit the meeting agenda where the Board Norms & Protocols were approved annually. Must also provide the date they were approved.

BOARD RECOGNITION

FY2024 Updates Continued...

Accreditation:

- For all 3 levels: Certificates only may be accepted. Full reports are not required to be uploaded.

Fiscal Responsibility:

- For Exemplary level only: Identify whether a school district is on the SB68 GaDOE moderate/high-risk audit list. If yes, please explain.

Recognition Consideration and/or Removal:

- For all 3 levels:
- If the majority of your board has turned over at the beginning of this calendar year, you must wait one year to apply for recognition.
- The applications will undergo a thorough evaluation, and recognition will be contingent upon their adherence to the information provided for each category. If the board does not function as described in the submission, it may not be eligible for recognition.
- GSBA reserves the right to deny any district recognition for cause.

GSBA FY2024 BOARD RECOGNITION CRITERIA

GSBA has updated the criteria for the FY2024 Board Recognition Program. All updates are highlighted below in red font. Please review this information carefully before beginning your application.

GSBA will host a webinar on **Wednesday, March 13, at 10:00am** to review the updates for FY2024. Registration for this webinar will be available here www.gsba.com.

Templates are **required** to be completed for the following sections: Georgia Vision Project, Board Training Hours, and the Budget Calendar (under Fiscal Responsibility). The templates may be found within each section of the application.

ADDITIONAL INFORMATION:

- Applications will open on **Friday, March 29, 2024**, and will close on **Friday, July 26, 2024, at 5:00pm**.
- GSBA will once again be using **Award Force** for the board recognition application process. *Note: If you have already created an account for Award Force for other applications, you do not need to create a new one.*
- Board members must meet all training requirements by **5:00pm on Sunday, June 30, 2024**.
- Boards may apply for the level at which they meet the criteria. To remain at the current level, boards must renew/reapply each year.
- Governance Team = Local Board of Education + Superintendent
- Please make sure **ALL** documentation is accurate and submitted by the deadline. Entries will not be accepted after **Friday, July 26, 2024, at 5:00pm**.
- Recipients will be notified of their recognition in October 2024. These awards will be presented at the GSBA/GSSA Annual Conference in December.
- For more information, contact the GSBA Board Development Department at 770.962.2985.

STRATEGIC PLANNING

QUALITY

A System Strategic Plan has been adopted and is being implemented.

Evidence Required:

- Provide a copy of your school system's Strategic Plan.

DISTINGUISHED

A System Strategic Plan has been adopted, is currently being implemented, and includes a balanced scorecard or accountability system your school district utilizes.

Evidence Required:

- Provide a copy of your school system's Strategic Plan.
- Provide a copy of your balanced scorecard or accountability system.

EXEMPLARY

A System Strategic Plan has been adopted, is currently being implemented, and includes a balanced scorecard or the accountability system your school district utilizes.

Evidence Required:

- Provide a copy of your school system's Strategic Plan.
- Provide a copy of your balanced scorecard or accountability system.
- Provide 1 regularly scheduled board meeting agenda that shows the governance team is monitoring the plan and its outcomes at least annually.
- Provide the link to your website where your strategic plan is available for public viewing.

GOVERNANCE TEAM SELF-ASSESSMENT

QUALITY

The Governance Team conducts a **TEAM** self-assessment (*not individual; it must also include the superintendent*) and develops recommendations for improvement in Board Governance. (GSBA Governance Team Self-Assessment instrument or equivalent instrument may be used.)

Evidence Required:

- Submit the fully completed Governance Team Self-Assessment with ratings. *Not just a cover letter.*

DISTINGUISHED

The Governance Team conducts a **TEAM** self-assessment (*not individual; it must also include the superintendent*), and then a **Distinguished Committee (DC)** conducts an assessment. The board will review the DC recommendations for further consideration. (GSBA Governance Team Self-Assessment instrument or equivalent instrument may be used.)

The **Distinguished Committee** consists of, as a minimum, two community stakeholders, two board members, and a central office administrator.

Evidence Required:

- Submit the fully completed Governance Team Self-Assessment with ratings. *Not just a cover letter.*
- Submit the fully completed Distinguished Committee's Assessment with ratings. *Not just a cover letter.*

EXEMPLARY

The Governance Team conducts a **TEAM** self-assessment (*not individual; it must also include the superintendent*), and then an **Exemplary Committee (EC)** conducts an assessment. The board will review the EC recommendations for further consideration. (GSBA Governance Team Self-Assessment instrument or equivalent instrument may be used.)

The **Exemplary Committee** consists of, as a minimum, two community stakeholders, two board members, and a central office administrator.

Evidence Required:

- Submit the fully completed Governance Team Self-Assessment with ratings. *Not just a cover letter.*
- Submit the fully completed Exemplary Committee's Assessment with ratings. *Not just a cover letter.*

SUPERINTENDENT EVALUATION: GA CODE § 20-2-210

QUALITY

The annual Superintendent Evaluation Instrument, as a minimum, incorporates some of the Strategic Plan District Goals. *(GSBA Superintendent Evaluation Instrument or equivalent instrument can be used.)*

Evidence Required:

- Provide the date the Superintendent Evaluation was completed.
- Provide the latest Superintendent Evaluation Instrument including Superintendent's goals, evidence, and/or data. *We do not need the completed evaluation with the rating, just the instrument utilized.*

DISTINGUISHED

The annual Superintendent Evaluation Instrument, as a minimum, incorporates some of the Strategic Plan District Goals. *(GSBA Superintendent Evaluation Instrument or equivalent instrument can be used.)*

Evidence Required:

- Provide the date the Superintendent Evaluation was completed.
- Provide the latest Superintendent Evaluation Instrument including Superintendent's goals, evidence, and/or data. *We do not need the completed evaluation with the rating, just the instrument utilized.*

EXEMPLARY

The annual Superintendent Evaluation Instrument, as a minimum, incorporates some of the Strategic Plan District Goals. *(GSBA Superintendent Evaluation Instrument or equivalent instrument can be used.)*

Evidence Required:

- Provide the date the Superintendent Evaluation was completed.
- Provide the latest Superintendent Evaluation Instrument including Superintendent's goals, evidence, and/or data. *We do not need the completed evaluation with the rating, just the instrument utilized.*

LOCAL BOARD OF EDUCATION TRAINING REQUIREMENTS

QUALITY

The local board of education has met the State Board of Education annual training requirements (15 hours for new board members; 9 hours for veteran members).

Evidence Required:

- Utilizing the template provided in the application, list all training received (please also include all non-GSBA facilitated training activities).
- If School Board U courses have been completed, applicants must submit verification along with a list of all training received. Applicants may include a copy of the certification of completion for each School Board U Course completed per board member.

Additional credit hours will be considered from state-approved training providers. Documentation of completed courses is mandatory.

DISTINGUISHED

All board members have met the State Board of Education annual training requirements, and the **MAJORITY** of board members have exceeded the annual training requirements by a minimum of three additional credit hours. (18 hours for new board members; 12 hours for veteran members.)

Evidence Required:

- Utilizing the template provided in the application, list all training received (please also include all non-GSBA facilitated training activities).
- If School Board U courses have been completed, applicants must submit verification along with a list of all training received. Applicants may include a copy of the certification of completion for each School Board U Course completed per board member.

Additional credit hours will be considered from state-approved training providers. Documentation of completed courses is mandatory.

EXEMPLARY

All board members have met the State Board of Education annual training requirements, and **ALL** board members have exceeded the annual training requirements by a minimum of three additional credit hours. (18 hours for new board members; 12 hours for veteran members.)

Evidence Required:

- Utilizing the template provided in the application, list all training received (please also include all non-GSBA facilitated training activities).
- If School Board U courses have been completed, applicants must submit verification along with a list of all training received. Applicants may include a copy of the certification of completion for each School Board U Course completed per board member.

Additional credit hours will be considered from state-approved training providers. Documentation of completed courses is mandatory.

NOTE: An exception may be made for new board members sworn in January 2024. They may qualify if they receive their 15 hours of State Board of Education required training.

LOCAL BOARD OF EDUCATION TRAINING REQUIREMENTS CONTINUED

QUALITY

The Governance Team has established, formally adopted, and **abides** by written Governance Team **Board Norms and Protocols**. *These must be reviewed and approved annually.*

Evidence Required:

- Submit your current Board Norms & Protocols.

NOTE: Failure to abide by your Board Norms & Protocols annually will result in disqualification from the full Board Recognition application process.

DISTINGUISHED

The Governance Team has established, formally adopted, and **abides** by written Governance Team **Board Norms and Protocols**. *These must be reviewed and approved annually.*

Evidence Required:

- Submit your current Board Norms & Protocols.

NOTE: Failure to abide by your Board Norms & Protocols annually will result in disqualification from the full Board Recognition application process.

EXEMPLARY

The Governance Team has established, formally adopted, and **abides** by written Governance Team **Board Norms and Protocols**. *These must be reviewed and approved annually.*

Evidence Required:

- Submit your current Board Norms & Protocols.
- Submit the meeting agenda where the Board Norms were approved.
- Provide the date the Board Norms were approved.

NOTE: Failure to abide by your Board Norms & Protocols annually will result in disqualification from the full Board Recognition application process.

ACCREDITATION

QUALITY

The local board of education and the school district comply with the standards of all selected accreditation associations applicable.

Evidence Required:

- Provide your district's latest accreditation status from Cognia.

NOTE: Certificates only may be accepted. Full reports are not required to be uploaded.

DISTINGUISHED

The local board of education and school district comply with the standards of all selected accreditation associations applicable.

Evidence Required:

- Provide your district's latest accreditation status from Cognia.

NOTE: Certificates only may be accepted. Full reports are not required to be uploaded.

EXEMPLARY

The local board of education and school district comply with the standards of all selected accreditation associations applicable.

Evidence Required:

- Provide your district's latest accreditation status from Cognia.

NOTE: Certificates only may be accepted. Full reports are not required to be uploaded.

BOARD MEMBER ETHICS

QUALITY

All board members will abide by their local Code of Ethics Policy.

Review the Code of Ethics Policy annually at a board of education meeting.

Address any infractions by members as per board policy.

Evidence Required:

- Submit the latest DOE Local School Board Governance Training Report that includes training received and their signatures agreeing to the Code of Ethics. (Sample provided within the application)
- Provide Local Code of Ethics Board Policy.

DISTINGUISHED

All board members will abide by their local Code of Ethics Policy.

Review the Code of Ethics Policy annually at a board of education meeting.

Address any infractions by members as per board policy.

Evidence Required:

- Submit the latest DOE Local School Board Governance Training Report that includes training received and their signatures agreeing to the Code of Ethics. (Sample provided within the application)
- Provide Local Code of Ethics Board Policy.

EXEMPLARY

All board members will abide by their local Code of Ethics Policy.

Review the Code of Ethics Policy annually at a board of education meeting.

Address any infractions by members as per board policy.

Evidence Required:

- Submit the latest DOE Local School Board Governance Training Report that includes training received and their signatures agreeing to the Code of Ethics. (Sample provided within the application)
- Provide Local Code of Ethics Board Policy.

FISCAL RESPONSIBILITY

QUALITY

Annually adopt a balanced budget.

Regular review/updates of district finances by the governance leadership team in public meetings.

Develop an annual budget calendar that includes public meetings and public input.

- Evidence Required:**
- Provide the date BOE adopted their latest balanced budget.
 - Utilizing the template in the application, submit your district's annual budget calendar.

DISTINGUISHED

Annually adopt a balanced budget.

Regular review/updates of district finances by the governance leadership team in public meetings.

Develop an annual budget calendar that includes public meetings and public input.

Align the budget to the school district's strategic plan.

- Evidence Required:**
- Provide the date BOE adopted their latest balanced budget.
 - Utilizing the template in the application, submit your district's annual budget calendar.
 - Provide 1 regularly scheduled meeting agenda that reflects action items related to the budget and its alignment with the strategic plan. *(i.e., an agenda item where an expenditure was approved that is aligned with the strategic plan)*

EXEMPLARY

Annually adopt a balanced budget.

Regular review/updates of district finances by the governance leadership team in public meetings.

Develop an annual budget calendar that includes public meetings and public input.

Align the budget to the school district's strategic plan.

Identify whether a school district is on the SB68 GaDOE moderate/high-risk audit list.

- Evidence Required:**
- Provide the date BOE adopted their latest balanced budget.
 - Utilizing the template in the application, submit your district's annual budget calendar.
 - Provide 1 regularly scheduled meeting agenda that reflects action items related to the budget and its alignment with the strategic plan. *(i.e., an agenda item where an expenditure was approved that is aligned with the strategic plan)*
 - *Is your school system on the SB68 Moderate/High-Risk List? If yes, please explain.*

RECOGNITION CONSIDERATION AND/OR REMOVAL

QUALITY	DISTINGUISHED	EXEMPLARY
<p>The governance team is not eligible for board recognition if a district is under Cognia special review citing potential irregularities.</p> <p>If the majority of your board has turned over at the beginning of this calendar year, you must wait one year to apply for recognition.</p> <p>The applications will undergo a thorough evaluation, and recognition will be contingent upon their adherence to the information provided for each category. If the board does not function as described in the submission, it may not be eligible for recognition.</p> <p>GSBA reserves the right to deny any district recognition for cause.</p>	<p>The governance team is not eligible for board recognition if a district is under Cognia special review citing potential irregularities.</p> <p>If the majority of your board has turned over at the beginning of this calendar year, you must wait one year to apply for recognition.</p> <p>The applications will undergo a thorough evaluation, and recognition will be contingent upon their adherence to the information provided for each category. If the board does not function as described in the submission, it may not be eligible for recognition.</p> <p>GSBA reserves the right to deny any district recognition for cause.</p>	<p>The governance team is not eligible for board recognition if a district is under Cognia special review citing potential irregularities.</p> <p>If the majority of your board has turned over at the beginning of this calendar year, you must wait one year to apply for recognition.</p> <p>The applications will undergo a thorough evaluation, and recognition will be contingent upon their adherence to the information provided for each category. If the board does not function as described in the submission, it may not be eligible for recognition.</p> <p>GSBA reserves the right to deny any district recognition for cause.</p>

RENEWAL CYCLE

QUALITY	DISTINGUISHED	EXEMPLARY
<p>Annually: July 1 – June 30</p>		

INTERNAL DOCUMENTS TO REVIEW

- Team Self-Assessment, including participation by Superintendent (+ Committee's Assessment with ratings)
- Norms and Protocols (+copy of board agenda meeting where discussed and approved annually & link to where it is displayed on your district website)
- Superintendent's Evaluation Instrument (no scores) with Goals connected to your Strategic Plan
- Local School Board training certification
- Accreditation Status from Cognia
- Latest DOE Governance Training Report
- Local Code of Ethics Board Policy
- Strategic Plan
- Balanced Scorecard and Accountability System
- Adoption date of the latest Balanced Budget aligned to the Strategic Plan
- Annual Budget Calendar
- Copy of a regular Board agenda that reflects action items related to the budget and connection to the Strategic Plan
- SB68 Moderate/High Risk List? If YES, please explain
- If a majority of the Board has turned over in the past year, wait one year to apply



LEADING EDGE AWARD

LEADING EDGE AWARD

The GSBA Leading Edge Award recognizes school districts that are demonstrating innovative practices and programs by governance teams, ensuring students are competitive in an ever-changing global market.

Historically, the LEA has been aligned with the 9 Georgia Vision for Public Education components. Applicants must select one of those components their program connects with.

For FY2024, GSBA has put the program on hold to revamp the criteria and develop a more robust application process. The updated program will be reintroduced in 2025.

Applications typically open in August and the awards are presented at the Annual Conference in Atlanta.





REVIEW OF VISION PROJECT

2.0 General

2.1 Promote public education as the cornerstone of American democracy by publicizing student and school successes through all available media. (L #1)

3.0 Early Learning and Student Success

3.1 Create through a state-wide initiative an early learning collaborative in each county of the state that includes all human services organizations. (L#2)

3.2 Create public-private partnerships in local communities between local businesses and educational and human services organizations for the purpose of establishing early childhood initiatives that address healthy child and family development and economic benefits to the community. (L#3)

3.3 Adopt a state-wide public engagement initiative to ensure that high-quality early childhood education remains a top priority for the state.

3.4 Provide an opportunity for all children from birth to five-years-old to participate in high-quality, full-year, full-day educational experiences that are designed to promote all aspects of a child's development, from cognitive to social and emotional development in the home or in the care of a licensed public or private care provider.(L#4)

3.5 Adopt a pre-kindergarten through grade 3 integrated education model for all children ages four through eight. (L#5)

3.6 Ensure adequate financial support for the implementation of viable programs for all young children. (L#6)

4.0 Teaching and Learning

4.1 Create collaborative learning communities and implement expert coaching in all schools. (L#7)

4.2 Integrate fully a variety of technologies to support student learning and facilitate assessment. (L#8)

4.3 Develop challenging and dynamic curricula that is sufficiently flexible to meet the diverse needs of students and to support higher-order thinking. (L#9)

4.4 Develop a comprehensive and balanced system of assessments that is useful in guiding the work of teachers and students. (L#10)

4.5 Ensure that all teachers understand and use differentiated strategies effectively in the instruction and assessment of students. (L#11)

5.0 Teaching and Learning Resources

5.1 Examine currently adopted and proposed alternative models for the delivery of educational services for the purpose of determining their effectiveness in terms of student learning, needed resources, and feasibility for adoption/adaptation by school districts over the state. (L#12)

5.2 Ensure full technology integration into the classroom by providing access to adequate resources, equitable infrastructure and professional learning opportunities for teachers. (L#13)

5.3 Develop, implement and maintain a comprehensive, state-wide, longitudinal data system.

5.4 Develop local protocols for collaboration among school systems, other educational entities, public service agencies, business and industry and the community served in decisions related to school siting, school safety, and the co-location of community services. (L#14)

6.0 Human and Organizational Capital

6.1 Create a state-wide initiative to identify and recruit talented candidates into teacher preparation programs.

6.2 Conduct a review of teacher and leader preparation programs for the purpose of identifying and implementing effective program components and strategies designed to better prepare individuals for the teaching profession.

6.3 Provide comprehensive recruitment, induction and retention strategies for all local school districts.(L#15)

6.4 Pilot teacher and leader compensation programs to evaluate the effectiveness and viability of selected compensation scenarios.(L#16)

6.5 Examine organizational structures and processes to ensure support of student learning and provide for distribution of leader responsibilities at all levels within the district.(L#17)

7.0 Governance, Leadership and Accountability

7.1 Conduct a comprehensive review and revision of Title 20 of the O.C.G.A. and other education-related provisions of law to support the Vision and to repeal obsolete and overly specific provisions.

7.2 Change the method of selection of the state superintendent of schools.

7.3 Change the method of selection of members to the state board of education to non-partisan election of one member from each congressional district for a term of office of even-numbered years by persons in each congressional district qualified to vote for members of the General Assembly.

7.4 Change the method of selection of members of local boards of education from a choice between partisan and non-partisan elections to non-partisan elections only.

7.5 Conduct a thorough review of the pre-school to grade twelve public education functions currently performed by multiple state and regional agencies for the purpose of recommending a more effective and efficient education delivery system in Georgia in the context of a single shared vision.

7.0 Governance, Leadership and Accountability (cont'd.)

7.6 Develop and implement strategies to ensure that all local school districts in Georgia benefit from transformational and improved operational practices and high-quality, effective, and efficient delivery of educational services regardless of size, population sparsity or density, geographic remoteness, or wealth to support public education in their communities.

7.7 Establish and maintain high-reliability organizations through development of local school district leadership teams. (L#18)

7.8 Develop and adopt a comprehensive state-wide accountability system based on clearly established goals for public education.

7.9 Develop and implement at the local school district level an accountability system based on local district educational goals that are aligned with state educational goals and state accountability system, and which include clearly defined measures of school district, school and student success. (L#19)

7.10 Develop and implement a comprehensive state procedure for periodic accountability evaluation of local school district performance.

8.0 Culture, Climate, and Organizational Efficacy

8.1 Make each school and district an inviting place to be for students, parents, staff and the larger community. (L#20)

8.2 Establish each school as the center or hub of the community in which it exists. (L#21)

8.3 Determine stakeholder perceptions of schools and school districts. (L#22)

8.4 Develop a culture and climate that foster innovation and responsible risk-taking. (L#23)

8.5 Develop school and district cultures that are sensitive and responsive to the cultural, racial, ethnic and socio-economic make-up of the communities they serve. (L#24)

8.6 Develop safe, orderly, supportive learning environments built on respect and encouragement where all individuals believe they can make a positive difference. (L#25)

8.7 Get to know and be willing to truly listen to the students in our schools. (L#26)

9.0 Financial Resources

9.1 Expand both the scope and duration of the work of the Special Council on Tax Reform and Fairness for Georgians for the purpose of comprehensively reviewing the state tax structure and identifying ways that it can be strengthened.

9.2 Identify in both state and local budgets for public education sufficient fiscal resources for implementing both a comprehensive data system and an evaluation system that uses data to measure and improve effectiveness in meeting objectives for enhanced student learning. (L#27)

9.3 Initiate an ongoing process at the local school district level for systematically evaluating all expenditures to enable the development and adoption of budgets that are focused on district strategies for maximizing student learning. (L#28)

9.4 Provide a high level of flexibility to local school districts in decision-making authority about the most effective strategies for the expenditure of funds to enable all students to be successful in school, coupled with appropriate methods for evaluating school and district success and for implementing positive state interventions where they are found to be needed.

9.0 Financial Resources (cont'd.)

9.5 Implement a cohesive and stable mechanism for the financial support of early learning programs and services for children ages 0 to 5 at a level that prepares all of Georgia's youngest citizens for success in their subsequent school years.

9.6 Provide the most optimal partnership between the state and local school districts in sharing the responsibility for financial support of public education, while ensuring that disparity in local fiscal capacity does not impede the implementation of Vision Project recommendations in all Georgia districts. (L#29)

9.7 Provide an ongoing level of state financial support for public education which, when combined with local revenue available to boards of education, makes the attainment of our Vision for Public Education in Georgia a reality and ensures its sustainability.



GOVERNANCE TEAM OF THE YEAR

GOVERNANCE TEAM OF THE YEAR

In 2018, GSBA introduced the Governance Team of the Year (GTOY) Award, in recognition of the board/superintendent team that exemplifies commitment to enhancing student achievement and fostering public education trust and support within their community. This award underscores the importance of effective governance in educational success and community engagement.

To qualify for the award, districts must adhere to set criteria, including past accolades and a thorough application aligned with governance principles. The selection process begins with a questionnaire for initial assessment, leading to a competitive evaluation to identify finalists who must then submit a detailed application.

GOVERNANCE TEAM OF THE YEAR

Eligibility Requirements

Exemplary Board Recognition:

Districts must have been awarded GSBA Exemplary Board status in the *two* years leading up to the application, including recognition at the most recent GSBA/GSSA Annual Conference.

Restriction for Previous Winners:

Districts that have won the Governance Team of the Year award must wait four years from their victory date before they are eligible to apply again.

Application Window:

All materials, including the final application, must be submitted by February 15, 2024, to be considered for the award.



GOVERNANCE TEAM OF THE YEAR

Questionnaire

Initial Screening:

The first step towards eligibility is completing the GTOY Screening Questionnaire, which must adhere to the Standards for Effective Governance Teams across all domains.

Application Period:

The GTOY Questionnaire is available from mid-November to mid-February.

Consent and Verification:

Each member of the governance team must sign the completed questionnaires, signifying their concurrence with the responses.

Evaluation Process and Selection:

The GSBA Review Team assesses the questionnaires focusing on accuracy, transparency, relevance, and any current governance issues to identify finalists. Four finalists will then be invited to participate in the final round of evaluation.

GOVERNANCE TEAM OF THE YEAR

Questionnaire

Finalist Announcement:

Up to four teams will be announced as finalists for the Governance Team of the Year. Starting in 2024, the award structure will be refined to honor only one governance team as the Governance Team of the Year, streamlining the previous three categories into a single, prestigious accolade.

GTOY Application Process:

Finalists are required to complete the GTOY Application, highlighting the governance team's collaborative efforts and achievements. All members of the governance team should be well-versed in the application content, actively contribute to the responses, and prepared to discuss their submissions in detail. Completed applications must be signed by each member of the governance team reflecting agreement with the answers provided.

An independent evaluator will review the final GTOY Applications and Interviews to determine the ultimate winner.

Sample form, not for offline completion.

Visit <https://gsbaawardsandrecognition.awardsplatform.com> to enter.

Governance Team of the Year (GTOY) 2024

This is the first step in the 2024 GTOY process. This screening questionnaire is directly aligned to the Standards for Effective Governance Teams.

Each district's completed questionnaire will be reviewed by the GSBA Review Team to determine the finalists who best meet minimum requirements. Each standard under each domain must be met in order to be considered. The finalists will be eligible to complete the GTOY Application.

Please select which Program you would like to apply for below.

NOTE: Not all programs will be open year round.

School System or Organization (please write the full and formal name of your school system or organization)

For a district to be considered for GTOY, the district must have received GSBA Exemplary Board recognition for the two prior consecutive years.

The first step in the GTOY process is to complete this GTOY Screening Questionnaire and to provide documentation as required. The GTOY Screening Questionnaire is directly aligned to the Standards for Effective Governance Teams.

Each district's completed questionnaire will be reviewed by the GSBA Review Team to determine the finalists who best meet minimum requirements. The finalists will be eligible to complete the GTOY Application.

The second step in the process is for each finalist to complete the GTOY Application. The GTOY Application will focus on the work of the governance team. Each governance team member will be expected to understand the application questions, participate in crafting each response, and be able to elaborate on each answer during the interview if asked to do so.

Completed applications and questionnaires must be signed by each member of the governance team reflecting agreement with the answers provided.

Completed GTOY Questionnaires will be scored by a team of GSBA Raters in order to determine the finalists. Finalists will complete the GTOY Application.

Completed GTOY Applications and Interviews will be judged by outside raters.

Prior GTOY Winners are ineligible for 4 years from the date of receiving the award.

Please note:

- Questions where files need to be uploaded only allow a single document to be uploaded.
- All links must be direct links to the document or evidence we are asking for.
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- The submission deadline is Thursday, February 15, 2024, at 5pm. No late submissions will be accepted.

Domain I - Governance Structure

The superintendent and the board, collectively and individually, understand the roles and responsibilities of each member of the governance team and each member has adhered to them without issue over the past 18 months.

- Governance Team in Full Agreement that it meets this standard
- Governance Team in Partial Agreement that it meets this standard

The governance team and each individual member have acted in accordance with the roles and responsibilities as defined in the state constitution, state law, local act, and in board policy for the past 18 months without issue.

- Governance Team in Full Agreement that it meets this standard
- Governance Team in Partial Agreement that it meets this standard

The board has adopted a code of ethics and conflict of interest policy. All board members, collectively and individually, have followed the code of ethics and conflict of interest policies. These documents are referenced in at least one public meeting annually and each board member annually signs a document reflecting adherence to the code of ethics and conflict of interest policies.

- Governance Team in Full Agreement that it meets this standard
- Governance Team is in Partial Agreement that it meets this standard

Attach: conflict of interest policy.



Attach: code of ethics policy.



Attach: annual compliance document with signatures.



Attach: board agenda with code of ethics and conflict of interest item.



All board members have individually and collectively participated in annual training and have exceeded the minimum required hours by at least 3 hours. Whole board training was attended by all board members on the same date for the most recent completed training year.

- Governance Team in Full Agreement that it meets this standard
- Governance Team in Partial Agreement that it meets this standard

Attach: whole board training compliance document with signatures.



The board has completed an annual self-assessment for the past two years and has received training within the past two years that was aligned to an area identified during the self-assessment. This training does not have to be facilitated by GSBA or any other outside facilitator. This training may be conducted in a board work session, retreat, or other meeting of the board and may be conducted by staff.

- Governance Team in Full Agreement that it meets this standard
- Governance Team in Partial Agreement that it meets this standard

Attach: summary of year one self-assessment.



Attach: summary of year two self-assessment.



Attach: one training agenda aligned to an item on one of the self-assessments.



The board has operated under adopted norms and protocols (written Governance Team operational procedures) for at least 18 months prior to the questionnaire deadline.

- Governance Team in Full Agreement that it meets this standard
- Governance Team in Partial Agreement that it meets this standard

Attach: adopted norms and protocols.



Domain II - Strategic Planning

The board has adopted a strategic plan and has received at least one annual update in a public meeting on progress in each goal area and each performance objective of the plan.

- Governance Team in Full Agreement that it meets this standard
- Governance Team in Partial Agreement that it meets this standard

Describe how your governance team is regularly updated throughout the year on progress of your strategic plan.

Attach sample document reflecting how your governance team is regularly updated throughout the year on progress of your strategic plan.



The strategic plan has been easily accessible on the school system website for the past two years.

- Governance Team in Full Agreement that it meets this standard
- Governance Team in Partial Agreement that it meets this standard

Provide direct link to strategic plan

The strategic plan has a current balanced scorecard that has been easily accessible to the public for the past two years with accurate up to date information.

- Governance Team in Full Agreement that it meets this standard
- Governance Team in Partial Agreement that it meets this standard

Provide direct link of current balanced scorecard

The board has participated in training or work sessions within the past two years that were focused on a component of strategic planning such as monitoring, data analysis, assessment of progress, or plan adjustment. These training sessions or work sessions may be led by district staff.

- Governance Team in Full Agreement that it meets this standard
- Governance Team in Partial Agreement that it meets this standard



Describe the outcome of the training.

Attach: agenda for training



Attach: sample supporting document



Domain III - Board and Community Relations

The board regularly documents the alignment of board meeting agenda items to the strategic plan.

- Governance Team in Full Agreement that it meets this standard
- Governance Team in Partial Agreement that it meets this standard

Attach: sample board meeting agenda reflecting item alignment with strategic plan.



The governance team and each individual member of the governance team demonstrate transparency of intentions, actions, and decisions.

- Governance Team in Full Agreement that it meets this standard
- Governance Team in Partial Agreement that it meets this standard

The governance team has adopted a communications plan for the governance team that is consistent with the code of ethics and that supports clear two-way communication with stakeholders while adhering to a chain of command process.

- Governance Team in Full Agreement that it meets this standard
- Governance Team in Partial Agreement that it meets this standard

Attach: supporting document - may be part of norms and protocols



Domain IV - Policy Development

The board adopts and revises policy in accordance with state law and state board rules.

- Governance Team in Full Agreement that it meets this standard
- Governance Team in Partial Agreement that it meets this standard

The board provides opportunities for public review of proposed policies.

- Governance Team in Full Agreement that it meets this standard
- Governance Team in Partial Agreement that it meets this standard

Domain V - Board Meetings

The board announces and holds meetings in accordance with policy and the Open Meetings Law.

- Governance Team in Full Agreement that it meets this standard
- Governance Team in Partial Agreement that it meets this standard

Domain VI - Personnel

In collaboration with the superintendent, the board has set performance expectations for the superintendent through the adoption of a strategic plan and through the development of a superintendent evaluation instrument that is aligned to the strategic plan and that is available for public review on the district's website. *This does not include the results of the evaluation, which remain confidential.*

- Governance Team in Full Agreement that it meets this standard
- Governance Team in Partial Agreement that it meets this standard

Provide link to evaluation instrument referencing the strategic plan.

The superintendent's evaluation is annually reflected in meeting minutes, noting participating members; however, the results of the evaluation remain confidential.

- Governance Team in Full Agreement that it meets this standard
- Governance Team in Partial Agreement that it meets this standard

Attach: meeting minutes reflecting superintendent evaluation.



The board and individual board members have not engaged in the implementation of personnel policy including the employment, assignment, or dismissal of personnel except as to accept or reject the superintendent's recommendation.

- Governance Team in Full Agreement that it meets this standard
- Governance Team in Partial Agreement that it meets this standard

The board, upon recommendation of the superintendent, adopts a budget that adheres to federal law, state law, and that has been shown to be consistent with its strategic plan and is based on sound fiscal policy.

- Governance Team in Full Agreement that it meets this standard
- Governance Team in Partial Agreement that it meets this standard

Is the school system on the SB68 High or Moderate Risk list?

- Yes
- No

If yes, please explain. (optional)

The governance team seeks community and stakeholder input on the budget.

- Governance Team in Full Agreement that it meets this standard
- Governance Team in Partial Agreement that it meets this standard

Attach: sample agenda reflecting public input process.



The board has shared the results of the annual audit for the past two consecutive years, including any findings, in a public meeting.

- Governance Team in Full Agreement that it meets this standard
- Governance Team in Partial Agreement that it meets this standard

Attach: agenda for year one.



Attach: agenda for year two.



Domain VII - Ethics

The governance team members conduct themselves, collectively and individually, in an ethical and professional manner in accordance with their adopted code of ethics and conflict of interest policies.

- Governance Team in Full Agreement that it meets this standard
- Governance Team in Partial Agreement that it meets this standard

Other

Affirmation that there have been none of the following in the past 3 years: ongoing governance-related investigations, accreditation concerns or other accreditation special reviews, individual governance team member ethical concerns, or other such issues.

- Governance Team in Full Agreement that it meets this standard
- Governance Team in Partial Agreement that it meets this standard

Explanation

Additional Required Documentation

Your district achieved Exemplary Board recognition in FY2023.

- Yes
- No

Your district achieved Exemplary Board recognition in FY2022.

- Yes
- No

Provide your current CCRPI scores and describe how these scores reflect strong academic growth and/or student performance for the school district. If little or no growth was realized, explain. (optional)

The GTOY will be asked to make presentations at conferences or workshops in order to share best practices with other districts. Has your governance team made presentations in the past at the local, state, or national level to share best practices? If so, please provide a list and general description of these presentations. (optional)

Provide evidence that the school district is improving student achievement via the support of the governance team. Evidence may include data reflecting student achievement growth over time or data that reflects student achievement gains over time as compared to similar districts across the state or nation. Include evidence of a governance team decision (agenda item or action item) that was aligned to the district's strategic plan and that supported the achievement growth defined above. Must include a written explanation from **at least two board members** explaining their perspective on this decision and why they believe it made a positive difference in student achievement.

Summary of evidence that the school district is improving student achievement via the support of the governance team.



Written explanation from board member (1)



Written explanation from board member (2)



Letters of nomination for GTOY from 3 community leadership entities (Chamber of Commerce, Development Authority, City or County Government, Civic Organization, etc.)

Letter of nomination for GTOY from community leadership entity (1)



Letter of nomination for GTOY from community leadership entity (2)



Letter of nomination for GTOY from community leadership entity (3)



Click [here](#) to access the individual board member questionnaire that must be printed, completed and signed **by each board member**. Once completed, upload scan below. Up to ten uploads are available.

If the link above does not work, paste this webpage into your browser to access the Board Sign-off Document:

https://gsba.com/wp-content/uploads/2022/08/GTOY_Board-Sign-off.doc.pdf

Sign-off documents completed and signed by board member (1) (optional)



Sign-off documents completed and signed by board member (2) (optional)



Sign-off documents completed and signed by board member (3) (optional)



Sign-off documents completed and signed by board member (4) (optional)



Sign-off documents completed and signed by board member (5) (optional)



Sign-off documents completed and signed by board member (6) (optional)



Sign-off documents completed and signed by board member (7) (optional)



Sign-off documents completed and signed by board member (8) (optional)



Sign-off documents completed and signed by board member (9) (optional)



Sign-off documents completed and signed by board member (10) (optional)



If you have chosen "Governance Team in Partial Agreement that it meets this standard" for any of the questionnaire items, and you wish to explain further, use the box below.

For a district to be considered for GTOY, the district must have received GSBA Exemplary Board recognition for the two prior consecutive years.

The first step in the GTOY process is to complete this GTOY Screening Questionnaire and to provide documentation as required. The GTOY Screening Questionnaire is directly aligned to the Standards for Effective Governance Teams.

Each district's completed questionnaire will be reviewed by the GSBA Review Team to determine the finalists who best meet minimum requirements. The finalists will be eligible to complete the GTOY Application.

The second step in the process is for each finalist to complete the GTOY Application. The GTOY Application will focus on the work of the governance team. Each governance team member will be expected to understand the application questions, participate in crafting each response, and be able to elaborate on each answer during the interview if asked to do so.

Completed applications and questionnaires must be signed by each member of the governance team reflecting agreement with the answers provided.

Completed GTOY Questionnaires will be scored by a team of GSBA Raters in order to determine the finalists. Finalists will complete the GTOY Application.

Completed GTOY Applications and Interviews will be judged by outside raters.

Prior GTOY Winners are ineligible for 4 years from the date of receiving the award.

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HOMework:

- Determine which awards are worthy of consideration and attainable at this time.
- Set a goal for future award applications and a timeline to complete requirements.
 - What do we need to accomplish to go to the next level?
 - How long will it take us to meet these requirements?
- Identify a “Best Practice” in the district that exemplifies innovation for the next Leading Edge Award application.
- Review the list of documents and practices listed on the “Internal Documents to Review” slide.
- Begin your award-winning journey to becoming an outstanding Governance Team!



QUESTIONS?



“ Excellence
in the
classroom
begins with
excellence
in the board
room.

”

THANK YOU!

Please complete the evaluation.

CONTACT US

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GSBA



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