

GSBA

Whole Board Governance Team Training

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DeKalb County Schools



TRAINING NORMS

Help make today's experience mutually beneficial!



POINT #1

Turn off/mute cell phone.



POINT #2

Be respectful of other ideas even when different from your own.



POINT #3

No sidebar conversations.



POINT #4

Participate!
Ask questions.
Give feedback.



POINT #5

Enjoy your learning journey!



Overview



School Boards are Unique!

The Board as Fiduciary

- Involves trust
- Protect assets of the organization
- Prevent conflict of interest
- Provide transparency and accountability

Primary Duties of Fiduciaries

- **Duty of Loyalty**
- **Duty of Care**
- **Duty of Obedience**

STANDARDS FOR EFFECTIVE GOVERNANCE OF GEORGIA SCHOOL SYSTEMS

Domain 1: 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



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| Domain I - Governance





The Dance Floor is Not the Balcony...

~The Governance Core, Campbell & Fullan

- How does this story apply to Governance Team work?
- What are the benefits of spending most of your time on the balcony?
- What are some drawbacks to spending too much time on the dance floor?

Roles & Responsibilities

BOARD

Legislative Duties:

- Adopts **policies** to govern the operation of the schools
- Determines the amount of school **taxes** to be levied

Executive Duties:

- Approves employment and assignment of personnel on the **recommendation of the Superintendent**
- Acquires or disposes of **real estate** and other property
- **Construction** of facilities

Judicial Role:

- Board serves as a **tribunal**.
- Law court to **resolve local matters of school law** when specifically authorized or required by Georgia Law.

SUPERINTENDENT

- Appointed by the Board as **chief executive officer**
- **Implements policy** established by the board
- **Secretary** to the board; maintains all board meeting minutes
- **Liaison** with the State School Superintendent
- **Recommends** employment assignments
- Signs all **employment contracts**
- Responsible for **money borrowed**, signs notes with board chair
- Agent of the board in **procuring** school equipment and materials.
- **Enforces** all local, State, & Federal rules and regulations
- **Visits** all schools
- Counsels with the **faculty**
- Files **reports** with the DOE
- **Other duties as required** by the Board as part of the job description contained within superintendent's contract.



5 BASELINE CRITERIA OF HIGH-PERFORMING TEAMS:

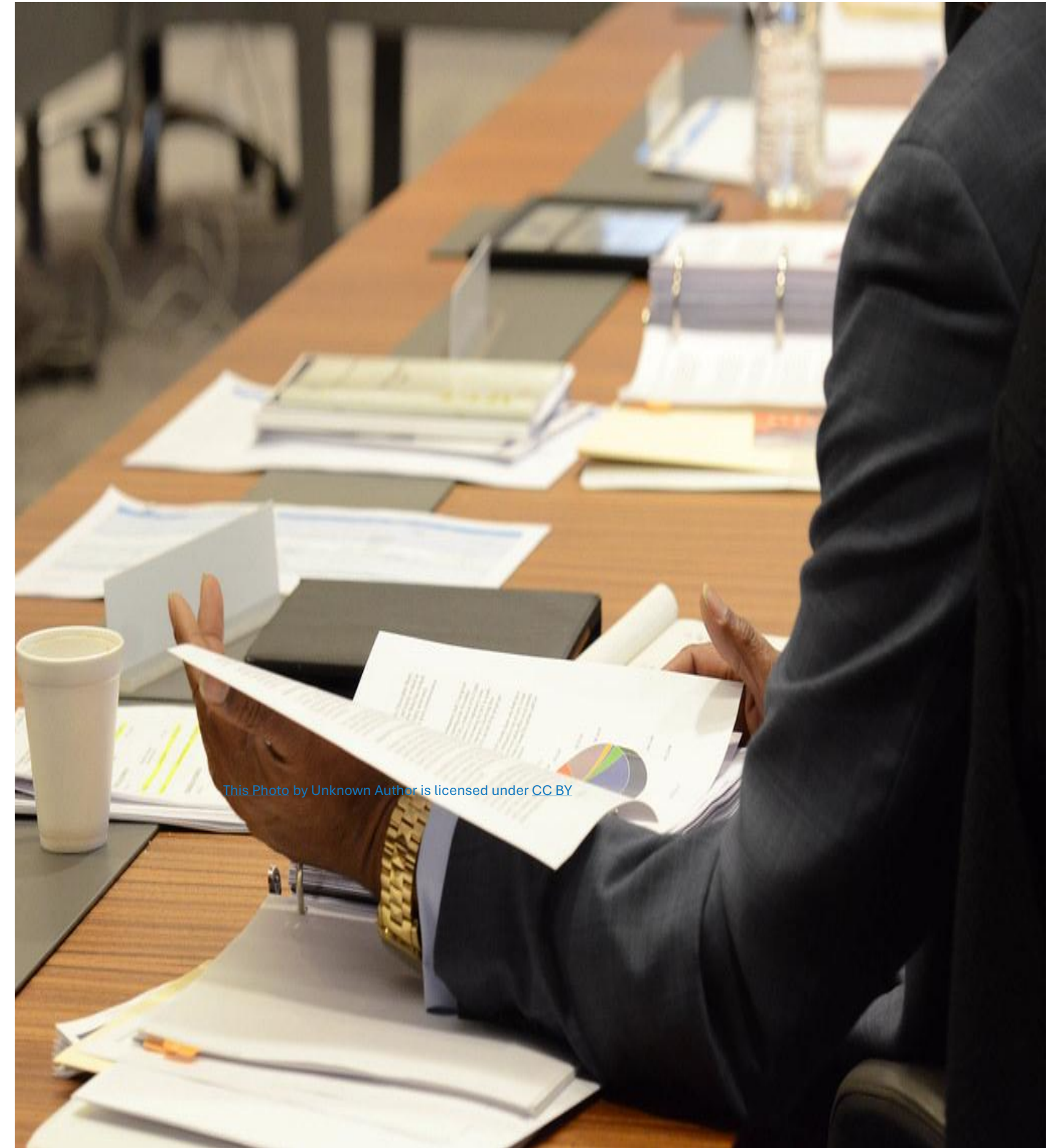
- *Trust* each other
- Deal constructively with *conflict*
- Commit to doing well
- Feel personally accountable for the *team's* success
- Focus on achieving results *as a team*, rather than as individuals who happen to work together

Source: Patrick Lenicioni, *5 Traits Exhibited by High Performing Teams*,
Adapted from: *The 5 Dysfunctions of a Team: A Leadership Fable*, Jossey-Bass

DOMAIN V

BOARD MEETINGS

What procedures are established by the Governance Team to ensure that meetings are in compliance with local board policy and the Open Meetings Act?



DOMAIN V: BOARD MEETINGS

Roles and Responsibilities

BOARD

- Conducts meetings
- Approves agenda in compliance with state laws and local board policies

SUPERINTENDENT

- Assists the board in conducting the meeting
- Maintains official record of all board meetings

DOMAIN VI - PERSONNEL

Is the Dekalb County Board of Education in compliance with mandates for its involvement with school district personnel?



DOMAIN VI: PERSONNEL

Roles and Responsibilities

BOARD

- Evaluates the Superintendent
- Prepares a professional development plan for Superintendent as needed
- Reviews and updates personnel policies
- Practices code of ethics policy and maintains confidentiality regarding personnel matters

SUPERINTENDENT

- Recommends policies to the board for adoption
- Implements adopted policies
- Recommends personnel actions to the board
- Provides personnel data reports

DOMAIN VII

FINANCIAL GOVERNANCE

What does the governance team know and when do you know it?

What do stakeholders know about the budget?



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DOMAIN VII: FINANCE

Roles and Responsibilities

BOARD

- Approves annual budget recommended by the Superintendent
- Reviews and approves budget each month for adjustments
- Shares significant changes and direction of the district with the community

SUPERINTENDENT

- Recommends annual budget to the board for adoption
- Presents recommendations for budget adjustments at each monthly board meeting
- Prepares board member in advance for any significant budget changes

DOMAIN VIII - ETHICS

- Compliance with State Board of Education Standards, Statewide Model Code of Ethics., and Conflict of Interest Guidelines paves the way to effective, productive teamwork.





What's
next

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THANK YOU!

*Please complete the evaluation and fill out your
credit form.*

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