

**Nominating and Governance Committee**

Charter, Goals and Objectives

Fiscal Year 2016-2017

**Charter:**

The Nominating and Governance Committee is responsible for board recruitment, engagement, and self-assessment. This Committee will work with other committee chairs and the Board as a whole to identify current and projected vacancies on the board and in specific committees, assess the composition of the current board, and solicit and vet nominations from current members, always working toward filling gaps in competencies and demographics and keeping the financial health of the organization as a top priority.

The Committee will also work with DSST staff to develop and maintain a description of board expectations and membership to inform prospective candidates and current Board members. The Committee will work to ensure Board engagement in DSST public schools through an in-depth new board member orientation, regular school visitations and effective information management and dissemination. Finally, this Committee will conduct regular assessments of the board’s performance as a whole and create a process for each individual member’s level of engagement and support.

**Long Term Goals:**

1. Create the best, and most highly respected Board of Directors in Denver as measured by the number and quality of community, business and thought leaders interested in membership on the Board of DSST.
2. Create a Board culture that fosters engagement and accountability as measured by the number of actual visits and meetings attended by board members.
3. Create sustainable Board governance infrastructure (nominating, evaluation and orientation processes, board information repository and archive process).

**Fiscal Years 2016-2017 Objectives:**

**I.  Board Development**

* New Board members:  Cultivate a pipeline of exceptional new Board prospects that are available for appointment as time and need determine.  Prospects for our Board will be evaluated against the stated Vision 2020 and our longer-term “What Next?” vision and the needed skill sets to achieve them.
  + Develop detailed criteria and gap analysis for Board candidates. In 2016/2017 specific focus will be on recruiting new board members who add diversity and specific skill sets to the Board in order to help us better reflect the population of students we serve and help position DSST to achieve its longer term vision.
  + Onboard new Board members: Hold a New Board Member Orientation each year.
* Create a Board culture that fosters engagement through regularly scheduled Board and school events including school tours, external evaluation of schools and school leader dinners.
* Resolve specific questions and needs of the Board relating to terms and succession and make specific recommendations to the Board regarding these matters.

**II.  Board Evaluation**

* Board level:  Develop and deploy an annual survey for the overall Board to evaluate our work in supporting the overall organization. This should include a 360-degree evaluation to give staff a chance to evaluate Board effectiveness.
* Committee level:  Include a section for each Committee in the annual survey to evaluate their committee work in support of the overall organization. Also use charters and progress toward each charter goal as basis for evaluation.
* Individual level:  Develop and utilize criteria for individual participation on the Board, including financial contribution and engagement; assist in the development of individual Board action plans as necessary.

**Deliverables:**

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| **Each board meeting** | Report on the progress toward above objectives |
| **Sept. 12/Oct. 10 2016** | New Board Orientation |
| **October 2016** | Board and committee surveys completed and analyzed; committee membership and leadership completed; committee charters finalized |
| **November 2016** | Listing of prescreened Board prospects; Calendar for school engagement and accountability events |
| **March 2017** | Recommendations for new Board candidates |
| **June/July 2017** | All new Board members confirmed |

**Committee Meeting Schedule:**

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| September 19, 2016 | 9:30am- Teleconference |
| October 25, 2016 | 1:00pm- Byers High School |
| January 19, 2017 | 1:00pm- TBD |
| March 23, 2017 | 1:00pm- Conservatory Green Middle School |
| May 25, 2017 | 1:00pm- Green Valley Ranch High School |
| June 15, 2017 | 1:00pm- Home Office |

**Committee Members:**

* **Chair: Justin Jaschke**
* **Gloria Zamora**
* **Dan Wilkerson**
* **Steve Halstedt**
* **Regina Rodriguez**

**Staff Liaison:**

* **Heather Lamm**