

Governance Advancing DEI: Principles of Good Practice

Alison Park, Blink Consulting

- **PGP – Board of Trustees 1:** The board adopts a clear statement of the school's mission, vision, and strategic goals and establishes policies and plans consistent with this statement.
- *PGP – Equity & Justice 1: The school establishes the foundations for its commitment to equity and justice in its defining documents (mission, core value, and/or philosophy statements).*
- *PGP – Equity & Justice 5: The board of trustees and the head of school keep the school accountable for living its mission by periodically monitoring and assessing school culture and ongoing efforts in admission, hiring, retention, financial aid, and curriculum development.*
- **PGP – Board of Trustees 2:** The board reviews and maintains appropriate bylaws that conform to legal requirements, including duties of loyalty, obedience, and care.
- **PGP – Board of Trustees 3:** The board assures that the school and the board operate in compliance with applicable laws and regulations, minimizing exposure to legal action. The board creates a conflict of interest policy that is reviewed with, and signed by, individual trustees annually.
- *PGP – Equity & Justice 9: The school adopts a non-discrimination statement applicable to the administration of all of its programs and policies, in full compliance with local, state, and federal law. That said, the school makes the law the floor, not the ceiling, for establishing itself as a*
- **PGP – Board of Trustees 4:** The board accepts accountability for both the financial stability and the financial future of the institution, engaging in strategic financial planning, assuming primary responsibility for the preservation of capital assets and endowments, overseeing operating budgets, and participating actively in fund raising.
- *PGP – Equity & Justice 7: The head of school ensures that diversity initiatives are coordinated and led by a designated individual who is a member of one of the school leadership teams, with the training, authority, and support needed to influence key areas of policy development, decision-making, budget, and management.*
- **PGP – Board of Trustees 5:** The board selects, supports, nurtures, evaluates, and sets appropriate compensation for the head of school.

- *PGP – Equity & Justice 4: The school develops meaningful requirements for cross-cultural competency and provides training and support for all members of its community, including the board of trustees, parents, students, and all school personnel.*
- *PGP – Equity & Justice 6: The school works deliberately to ensure that the board of trustees, administration, faculty, staff, and student body reflect the diversity that is present in the rapidly changing and increasingly diverse school-age population in our country.*
- ***PGP – Board of Trustees 6: The board recognizes that its primary work and focus are long-range and strategic.***
- ***PGP – Board of Trustees 7: The board undertakes formal strategic planning on a periodic basis, sets annual goals related to the plan, and conducts annual written evaluations for the school, the head of school, and the board itself.***
- *PGP – Equity & Justice 3: The board of trustees and the head of school articulate strategic goals and objectives that promote diversity, inclusion, equity, and justice in the life of the school.*
- ***PGP – Board of Trustees 8: The board keeps full and accurate records of its meetings, committees, and policies and communicates its decisions widely, while keeping its deliberations confidential.***
- *PGP – Equity & Justice 8: The school uses inclusive language in all written, electronic, and oral communication.*
- ***PGP – Board of Trustees 9: Board composition reflects the strategic expertise, resources, and perspectives (past, present, future) needed to achieve the mission and strategic objectives of the school.***
- *PGP – Equity & Justice 6: The school works deliberately to ensure that the board of trustees, administration, faculty, staff, and student body reflect the diversity that is present in the rapidly changing and increasingly diverse school-age population in our country.*
- ***PGP – Board of Trustees 10: The board works to ensure all its members are actively involved in the work of the board and its committees.***
- *PGP – Equity & Justice 3: The board of trustees and the head of school articulate strategic goals and objectives that promote diversity, inclusion, equity, and justice in the [structure and work of the board].*

Note: While equity, inclusion and justice within the board is not explicitly addresses in either the PGPs – Board of Trustees or Equity and Justice, they are vital to “ensuring that all members are actively involved” in the board’s work.

- **PGP – Board of Trustees 11: As leader of the school community, the board engages proactively with the head of school in cultivating and maintaining good relations with school constituents as well as the broader community and exhibits best practices relevant to equity and justice**

- *PGP – Equity & Justice 2: The school respects, affirms, and protects the dignity and worth of each member of its community.*

- **PGP – Board of Trustees 12: The board is committed to a program of professional development that includes annual new trustee orientation, ongoing trustee education and evaluation, and board leadership succession planning.**

- *PGP – Equity & Justice 4: The school develops meaningful requirements for cross-cultural competency and provides training and support for all members of its community, including the board of trustees, parents, students, and all school personnel.*