



**VSBA President
Scott M. Albrecht
Manassas City School Board**

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VSBA Superintendent Evaluation Workshop

April 17, 2018
VSBA Hot Topic Conference
Chesterfield

May 15 & 16, 2018
Webinar: Intentional Governance in Practice: School board actions related to improved achievement

June 1, 2018
VSBA School Law Conference
Short Pump

PRESIDENT'S MESSAGE

HAPPY SPRING!

The springtime seems to awaken not only our school kids but we as school board members also! Now if mother nature would only cooperate. After a reasonably mild winter, we've already had to reschedule /cancel our Northeastern and Eastern regional meetings. I encourage you who still have upcoming regional meetings to make a special effort to network with those in your region who are carrying on the challenge of taking care of children in your specific part of the Commonwealth.

Part of what we will be sharing in our Regional meetings is the outstanding results of YOUR advocacy efforts. We had a great year for public education, and for the first time in many we did not have to rely on the Governor to veto potentially damaging, harmful and disruptive legislation. While I recognize that the patrons of the bills may start out with good intentions, the unintended consequence is far too often bills that have either unconstitutional situations or financial issues. Each of your efforts to speak with your local legislators makes a difference. Remember, advocating is more than showing all of the great things we do, it is also educating our legislators about our continuing and evolving needs.

A special "thank you" to all of you who made an effort to attend the Southwest Hot Topic Conference on March 14th in Wytheville. We had some wonderful presentations on a topic that has become so prevalent not only in our state but across our nation today. VSBA is committed to advocating for all of the children in the Commonwealth, and to providing high quality support to all of our School Boards.

We recently announced our plan for legislative initiatives and positions for this year. Each member board may make recommendations that will be considered by the Legislative Positions Committee led by Beth Hardy in July. Positions are due to VSBA by **June 11, 2018**. Positions or proposals accepted by the Committee go before your VSBA Board of Directors and if approved are presented to the Delegate Assembly at the Annual Convention in November. It takes a lot of planning, and there are

clearly many new issues and challenges that can be expected based on national events. Please remember that the Legislative Positions Committee and your Board are looking how to best advocate and lead for ALL of the children in Virginia.

VSBA will continue to be active in April. In addition to regional meetings, and our Hot Topic in Chesterfield on April 17th, we will be attending the NSBA annual conference. I look forward to seeing those of you attending at our annual Virginia breakfast, where we will be honored to have the NSBA President Kevin Ciak speak to us. Additionally, two school divisions in the Commonwealth are also being considered for Magna awards at the conference. Congratulations to Newport News City Public Schools and Prince William County Public Schools for receiving this honor.

Thanks again for all you do for the students of our Commonwealth.



VSBA Hot Topic Conference in Wytheville



Gina G. Patterson
VSBA Executive Director

FROM THE EXECUTIVE DIRECTOR

With many opportunities to network, learn and honor, VSBA’s regional forums host hundreds of board members, superintendents, students, and guests each spring.

The association’s nine regions – Blue Ridge, Central, Eastern, Northeastern, Southern, Southside, Southwest, Tidewater, and Valley – are preparing for their spring events. The VSBA website contains conference registration forms, which can be found on http://www.vsba.org/meetings_conferences/spring_regional_forums/. Be sure to click on your respective region where the conference brochure will be listed.

VSBA President Scott Albrecht (Manassas City) and I will be in attendance and provide association updates. Jeremy Bennett, VSBA government relations specialist also will offer the latest information on state legislation impacting public education in the Commonwealth.

School Board members can earn 3 credits toward Academy Awards for attending a regional forum. More information about Academy Awards is available at http://www.vsba.org/about/vsba_recognition_programs/vsba_academy_awards/.

To date, we have attended two of the nine regional forums.

Central Region

The Central Region hosted the first forum on Wednesday, March 7th at Nelson County High School. Regional Chairman Theresa Bryant, Buckingham County, presided over the evening’s agenda, which began with the Nelson County High School Jazz Band entertaining the attendees. Ruth Wallace, 4H Extension Agent, was the keynote speaker and spoke on Positive Youth Development.



Tidewater Region

The Tidewater Region Forum was held on March 19th at Woodrow Wilson High School in Portsmouth. Regional Chairman Cardell Patillo from Portsmouth City presided over the session which featured the Port Town Magic Jazz Band musicians and dancers. The presentation included a panel of delegates and state senators discussing the future of public education in Virginia. The panel was moderated by Rodney Jordan, School Board Chairman in Norfolk City and Chairman of the VSBA Finance Committee.



Due to weather, there have been two changes in the Regional Forum schedule. The Eastern Region meeting has been rescheduled to Wednesday, April 18, 2018 in Colonial Beach. The Northeastern Regional meeting has been cancelled due to scheduling conflicts. Thank you all for your flexibility and understanding.



The 2018 General Assembly: An Effective Year for Advocacy

I want to start out my update by saying **THANK YOU** to each and every one of you for all of your advocacy efforts over the past few months. While it has been a challenging session, filled with opportunities and pitfalls, your actions have made a difference! Every single bill that the VSBA sent out a Legislative Action Alert expressing our concerns on was either defeated in committee or modified to address our concerns. Don't think for a moment that wasn't a result of your efforts, your advocacy.

Overall, it was a successful year. In past years we have often had to rely on the Governor to veto several troublesome bills, such as expanded Charter Schools, the "Tebow Bill," and others. This year, we were able to defeat them earlier than usual in the House and Senate. Some bills of note that were defeated:

HB 1286 (LaRock), the Parental Choice Education Savings Account legislation, would have allowed parents of students with disabilities to receive 90 percent of the SOQ per pupil state funds to use for education-related expenses of the student, including tuition, deposits, fees, transportation and required textbooks at a private, sectarian or nonsectarian elementary or secondary school or a public higher education institution. The bill was left in the House Education Committee.

HB 90 (Bell, John), the Teacher Grievance Process bill would have permitted a school board to conduct a teacher grievance hearing before a three-member fact-finding panel consisting of one member selected by the teacher, one member selected by the division superintendent, and an impartial hearing officer, selected by the other two panel members, to serve as the chairman of the panel. Under current law, the school board has the option of appointing a hearing officer or conducting such hearing itself. The bill would also have removed the requirement that a teacher grievance hearing be set within 15 days of the request for such hearing and extend from five days to 10 days the minimum period of advance written notice to the teacher of the time and place of such hearing. The bill was left in the House Education Committee.

SB 785 (Surovell), this bill would have prohibited local school boards from requiring the use of any electronic textbook in any course in grades six through twelve unless the school board adopts a plan to ensure that on or before July 1, 2020, (i) each student enrolled in such course will have actual access at school and, if any assignment requires the use of such electronic textbook outside of school hours, in his residence to at least one personal computing device not shared with another student that contains an operating system and the hardware necessary to support the format of each electronic textbook expected to be used in such course and (ii) the relevant school has adequate connectivity, which the bill defines as bandwidth of at least 100 kilobits per second per enrolled student. The bill was left in the House Appropriations Committee.

SB 516 (Obenshain), the Charter School bill would have authorized the Board of Education to establish regional charter school divisions consisting of at least two but not more than three existing school divisions in regions in which each underlying school division has (i) an enrollment of more than 3,000 students and (ii) one or more schools that have accreditation denied status for two out of the past three years. The bill would require such regional charter school divisions to be supervised by a school board that consists of eight members appointed by the Board and one member appointed by the localities of each of the underlying divisions. The bill would have authorized the school board, after a review by the Board, to review and approve public charter school applications in the regional charter school divisions and to contract with the applicant. The bill would require that the state share of Standards of Quality per pupil funding of the underlying school district in which the student resides be transferred to such school. The bill was carried over by Senate Finance to 2019.

In addition to these bills, we were able to assist in the passage of several positive bills, including:

HB 1125 (Landes) and SB 349 (Peake), are known as the teacher licensure bills. These identical bills make several changes to the teacher licensure process, including (i) permitting teachers with a valid out-of-state license, with full credentials and without deficiencies, to receive licensure by reciprocity without passing additional licensing assessments and (ii) specifying that for the purpose of Board of Education regulations for

(continued on page 4)



Jeremy Bennett
VSBA Government Relations
Specialist



2018 GENERAL ASSEMBLY (continued from page 3)

the approval of teacher education programs, the term "education preparation program" includes four-year bachelor's degree programs in teacher education.

HB 3 (Landes), this bill requires the State Board to develop and implement, in coordination with the State Council of Higher Education for Virginia, the Department of Education, and the Virginia Association of School Superintendents, (i) a plan to achieve and maintain the same standards regarding quality, consistency and level of evaluation for dual enrollment courses offered by local school divisions, (ii) a process and criteria for determining whether any dual enrollment courses meet or exceed such quality standards is transferable to a public institution of higher education as; (a) a uniform certificate of general studies program or passport program course credit, (b) a general elective course credit, or (c) a course credit meeting other academic requirements of a public institution of higher education.

Finally, I'll briefly discuss the budget. The House and Senate were unable to come to a budget agreement before Sine Die. Governor Northam will reconvene the General Assembly for a special session on April 11th to hopefully resolve the impasse. A state budget must be passed by July 1st to avoid a government shutdown.

For a full report on legislation of interest that passed and failed as well as analysis of the House and Senate budget proposals, please visit the [VSBA legislative blog](#). Additionally, if you are interested in becoming more involved with VSBA's advocacy efforts or have any questions or concerns, please contact me at jeremy@vsba.org. Thank you again for your support and active engagement of VSBA's advocacy and legislative initiatives.



VSBA Members attend the meeting of the full House of Delegates to hear proclamation of welcome and support from members of the body from the floor Tuesday, January 23, 2018.

Photo courtesy of Dr. Peter Gur, Prince Edward County School Board

Current VSBA Superintendent Searches

Henrico County
Brunswick County

For additional information on the VSBA Superintendent Search Services, please visit: http://www.vsba.org/services/superintendent_search_assistance/



THE VALUE OF MENTORING

Quality mentoring relationships can have a direct impact on your effectiveness as a school board member, both as a mentee who is learning the many aspects of school board service and as a mentor who is reflecting on their experience and looking for ways to continue their learning and growth.

To participate as a mentor or mentee, contact Alicia Trice, coordinator of special projects, at alicia@vsba.org or 434-295-8722.

Ask the Legal Expert

- Q. Is there a state mandated hiring schedule for teachers?**
- A. No. For many years, the Virginia Board of Education did mandate a uniform hiring schedule, which was also known as the 3-phase hiring process. However, that schedule was repealed effective December 13, 2017. In recommending the repeal of the schedule, the DOE said that the repeal "would give local school divisions additional flexibility, particularly in the timing of hiring. . . The additional flexibility on the hiring calendar may result in less certainty about the timing of the hiring process for teachers; on the other hand, the additional flexibility may be helpful for some teachers for whom the current state mandated schedule is not ideal".

See previous "Ask the Legal Experts" online at http://www.vsba.org/services/legal_services/ask_the_experts/



Division Spotlight: Russell County Public Schools

In each newsletter VSBA will spotlight a recent initiative or best practice taking place in a school division in Virginia. If you have a story you would like to submit for inclusion in the spotlight section of the VSBA Newsletter, please contact Samantha Bosserman, director of communications and board development, for more information. We look forward to hearing about the great things going on in your divisions.

Russell County Public Schools Cybersecurity Program

Submitted by Russell County Public Schools

Russell County Public Schools' administration is excited to announce Russell County Public Schools will be one of the first school divisions in Southwest Virginia to add a cybersecurity program. Administration has been working with Southwest Virginia Community College (SWCC) in analyzing the recently established Virginia Department of Education curriculum for cybersecurity. The result of this collaboration will be a three-year program available to high school students that includes dual-enrolled courses with SWCC. Once completed, the student will have secured twelve (12) college credit hours toward SWCC's Career Certificate in Cybersecurity.



Additionally, these credits may be applied toward Associated Degree programs at SWCC in Computer Networking and Telecommunications, and Information Systems Technology.

Division Superintendent, Dr. Greg Brown stated, "School divisions across the Commonwealth are working toward these types of opportunities for their students. There has not been a hotter topic in non-core curriculum in several years. Our school board members recognized that Russell County

Public Schools needed to move in this direction and we have worked toward that goal."

Cybersecurity has been a focus of former Governor McAuliffe as one of the fastest growing areas in Virginia. Former Governor McAuliffe has shared that there are over 36,000 cybersecurity jobs unfilled in the Commonwealth (January 26, 2017) and again, shared similar information when the Governor visited Castlewood Elementary School and High School in May.

Mr. James Dye, Dean of Business, Engineering, Industrial Technology and Workforce Solutions at SWCC states, "Southwest Virginia Community College is eager to partner with Russell County Public Schools with the Cybersecurity program. The students completing the program will be in a great position after graduating high school. They can complete an Associates or other program at SWCC in a reduced time and also decrease the total cost of obtaining a degree by completing the dual-enrollment program."



Russell County School Board Chairman, Mr. Donnie Ramey, shares, "We are excited to be one of the first school divisions to add such a highly structured and detailed cybersecurity program to our high schools. This should allow students who take advantage of this opportunity a head-start as they graduate and move on to higher education."



What Has Happened to Civility in the Board Room?

By Randall Bennett, Deputy Executive Director & General Counsel, Tennessee School Boards Association

When I was a young boy, my mother would tell me things that would often cause my eyes to roll. Like most kids, I would be thinking to myself, “Yeah... right!” The funny thing is that most times she turned out to be right. Let me share a few of her thoughts:

- Always do your best.
- If you are right, don't gloat; and if you are wrong, admit it graciously.
- You can catch more flies with honey than with vinegar.
- Be respectful to everyone.
- You can disagree but you don't have to be disagreeable.
- Another person's opinion is just as important to him as yours is to you.
- Listen to what others say; you might learn something.
- Try your best to get along with everyone.
- If you stop taking piano lessons, someday you will be sorry (I was really hoping she was wrong about this one).

According to the Institute for Civility in Government, civility is about more than just politeness, although politeness is a necessary first step. It is about disagreeing without disrespect, seeking common ground as a starting point for dialogue about differences, listening past one's preconceptions, and teaching others to do the same. Does this definition describe the way your school board operates? If not, maybe it is time to rethink your approach.

So, what does it mean to be on a local school board? According to the Center for Public Education, the local school board is a critical public link to public schools. School board members serve their communities in several important ways. First and foremost, school boards look out for students. Education is not a line item on the school board's agenda – it is the only item. School boards are the education watchdog for their communities, ensuring that students get the best education for the tax dollars spent.

School boards are corporate bodies representing every part of the district. Created and empowered by state governments, they consist of groups of people with different backgrounds and skills who come together to become a single entity. Each board has a single name that refers to all the different members of the group at once. Different corporate bodies serve various purposes and have

different goals. Some examples of the types of corporate bodies that can exist are governmental agencies, religious groups, churches, citizen associations, and conferences of people that share a business interest. By acting as a single entity, these groups can behave and communicate more efficiently.

Unfortunately, across the country school board meetings can occasionally turn into shouting matches between board members, with the level of acrimony often reaching alarming heights. All of us must continue to guard against attacks on all local school boards based solely on the performance of individual local school boards or the behavior of individual school board members. Our democratic principles grant citizens the rights to retain or reject local school board candidates as part of the election process. As citizens, we should reflect on these democratic principles and exercise our rights and responsibilities to vote – accepting the premise that the majority wins.

Never forget that school board members exist solely to represent the children of their communities. Those children are our true constituents. Each member of your community has a vested interest in ensuring the best education possible for all children in the community. If we lose sight of that, then we lose sight of the only thing that is truly important: our future! So, let me paraphrase the advice my mother gave me all those years ago with this checklist for school board members:

- Keep the needs of the child first.
- Be kind.
- Be respectful.
- Don't expect to win every argument.
- Be gracious when you lose and even more gracious when you win.
- Listen carefully to the opinions of others; you might learn something.
- Don't lose your temper.
- Vigorously debate your position but accept the will of the majority.
- Never hold a grudge.

Oh, and by the way, if you are taking piano lessons... Hang in there. You won't regret it!

This article originally appeared in the Spring 2017 issue of the TSBA Journal, and is reprinted with permission.



VSBA Board of Directors Meeting Update

The VSBA Board of Directors met on Friday, March 16, 2018 and took the following actions:

1. Election of the 2018 Nominating Committee
2. Approval of the Recommendations of the Task Force on Workforce Readiness
3. Approval of a Resolution Acknowledging Bill Kidd's Contribution to VSBA
4. Approval of the Recommendations of the Task Force on Schools in Challenging Environments
5. Approval of Endorsement of Virginia Partnership for Out-of-School Time Best Practices

The Board also heard the following reports:

1. Update on the General Assembly
2. Update on Student Discipline Bills Task Force
3. Update on Partnership with Jason Learning
4. Update on NSBA School RX Cooperative
5. Update on Marketing Agreement between BPA and VSBA
6. Update on Marketing Agreement between VACORP and VSBA

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Comfort and peace of mind are as important to us as they are to you, so our driving motivation is your stability. Stability of pricing, continuity of experience, reliability of service: All critical components in our commitment to our valued members.

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Since our risk pool is member owned, we respond quickly when coverage needs arise and we encourage all members to share their ideas about new and different coverages we can provide.



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School Board Candidates Webinar

Do you have a candidate running for school board in your city or county? VSBA has put together a free webinar that is available on-demand for school board candidates.

To access the webinar, visit: http://www.vsba.org/meetings_conferences/webinars_on_demand/



Self-Fund Doesn't Have to Mean Self-Administer

By Benefit Plan Administrators

The Problem: A Complex Healthcare System

“60% of employers feel overwhelmed with the increased complexity of managing their benefits programs, with compliance under the Affordable Care Act remaining the number one benefits concern for 75% of employers.”

- BusinessWire

It seems that the healthcare system today is in a constant state of change. Making an already complicated benefits system nearly impossible to decipher to make the best decisions for your school's employees.

Today, nearly 60% of employers feel overwhelmed with the increased complexity of managing their benefits program, according to BusinessWire. And, compliance under the Affordable Care Act remains the number one benefits concern for 75% of employers. Plan management, compliance and lack of support can quickly become crushing challenges for school administrators and their human resource staff.

But they don't have to be.

The Solution: A Partnership Focused On Support

Even in today's complex healthcare system, these challenges can be overcome with a simple solution – choosing a benefits partner with a dedicated support network and thoughtful industry partnerships. By doing so, you'll be confident to make informed decisions that are right for your school's staff. And, with the right benefits partner at your side, a self-funded plan doesn't mean you have to self-administer.

Plan Management

According to BusinessWire, 60% of employers feel overwhelmed managing benefits programs. Partner with a benefits provider that not only helps you manage your plan, but continuously keeps your best interest, and the best interest of your employees in mind. Third Party Administrators, like BPA, can help cover every aspect of plan management with options that work for every unique group including Self-Funding, Level-Funding, Reference-Based Pricing (RBP) and Minimum Essential Coverage (MEC) plans.

Human Resource Assistance

When it comes to HR support, look for a partner in healthcare that allows your team to concentrate on what they do best and also get help when they need it. BPA understands the gravity of assisting your HR staff and provides comprehensive resources such as online training courses, forms and experts available whenever they need questions answered.

Compliance and Reporting

Compliance is a large concern for many employers, as regulations seem to shift continuously making it difficult to stay up to date and leaving you unsure of what to do next. Legal protection is often top of mind surrounding compliance issues. Choosing a benefit partner that is proactive in protecting you, rather than reactive to compliance changes is key. To offer the highest level of protection to clients, BPA has joined forces with The PHIA Group, giving clients access to a package of services that guarantees compliance, legal protection, document management and more.

Don't become overwhelmed by the complexities of healthcare – especially in self-funding. Let BPA's extensive support system be your relief. Learn more about self-funding and talk to the experts at BPA today.

James Blevins | jblevins@bpatpa.com | 434.258.7200
www.bpatpa.com



Don't Gamble On Your Health!

While March is the month of luck and four-leaf clovers, don't let your school employees take a gamble on their health. Encourage your employees to take their health risk assessment today through BPA BestLife and share their results with their primary care physician to secure better health for 2018.

Learn more at www.bpatpa.com



VSBA Affiliate Member Profiles

In each issue of the VSBA newsletter, we will feature three VSBA Affiliate Members. Thank you for support of VSBA and Virginia's public education system.



JMT

JMT is an employee-owned architectural/engineering company offering a full array of consulting and technology services for infrastructure projects through the US.

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Jim Yatzeck
Phone: (757) 259-0284
Email: jyatzeck@mbpce.com
Website: <http://www.mbpce.com/firm.html>

Visit http://www.vsba.org/resources/affiliates/affiliate_member_program/ for a complete list of VSBA's Affiliate Members.

2018 VSBA Business Honor Roll

Local businesses have the power to shape community attitudes about public schools, and the VSBA Business Honor Roll is a way for local school divisions to recognize local businesses for their support, especially as schools face increasing budget uncertainty. The Business Honor Roll helps divisions say "thank you" for their vital contributions.

Businesses large and small, corporate-owned or family-run, play a key role in supporting our communities and local schools. They contribute to our school divisions in many ways, including helping schools with in-kind or financial contributions, donating to scholarship programs, supporting extracurricular activities, offering internship opportunities, volunteering in the schools, and sponsoring field trips. This type of support is invaluable.

If you are working with a local business that deserves recognition, your division can add up to three names to the VSBA Business Honor Roll by passing a resolution and submitting the online nomination form to VSBA by **April 9, 2018**. [Please click here for complete information, including submission guidelines and the online nomination form.](#)

Later this year, VSBA will publish the Business Honor Roll in the association newsletter and issue a news release about those honored through this program. We also will mail personalized recognition certificates and letters of congratulations for each business to division superintendents in time for boards to present to them at May school board meetings.



FOLLOW VSBA ON SOCIAL MEDIA





UPCOMING EVENTS, WORKSHOPS & TRAINING

April 10, 2018

[VSBA Superintendent Evaluation Workshop](#)

LOCATION: VSBA Offices, Charlottesville

DETAIL: The Guidelines for Uniform Performance Standards and Evaluation Criteria for Superintendents developed by the Virginia Department of Education provide a wealth of information regarding the requirements. Filtering through this document to determine what is required and what is optional requires focused attention. For some, the changes to their current evaluation model may be minor, while others face major revisions in order to be in compliance with the guidelines. This workshop is designed to provide small group support to superintendents and board members responsible for updating their evaluation model. Participants will have the opportunity to review the guidelines in detail and then use them as they draft their own models. Individual consultation and support will be provided throughout the session as participants work on their revisions.

April 17, 2018

[VSBA Hot Topic Conference](#)

LOCATION: Chesterfield Career & Tech Center

DETAIL: Attendees will hear how to advance the outcome for all students in your division. Patte Barth will give an inside look at the national data on equity within education while Chris Duncombe will narrow in on the data specifically from Virginia. Learn more about a NEW angle for creating equity in the world of education. Genevieve Siegel-Hawley focuses on creating diverse schools through bold leadership. To close the day attendees will hear from a panel presentation of superintendents and board members from school divisions around the state on policy, practice, progress, and pitfalls.

Sponsored by:



May 15 & 16, 2018

TWO PART WEBINAR: Intentional Governance in Practice: School board actions related to improved achievement

LOCATION: Online

DETAIL: School boards and the districts they serve are busy about a multitude of things. It is difficult, but of paramount importance, that the school board maintain a consistent and tight focus on the number one priority of a school district. Improving student learning cannot get lost in the shuffle. School boards, together with their administrative team, need to have a plan, monitor the plan for success, and make adjustments when needed. This webinar highlights essential elements of intentional governance for improved student learning. This includes setting SMART goals for improved student learning, regular monitoring through interim assessments, and ongoing conversation among the board and superintendent for improved results.

June 1, 2018

[VSBA School Law Conference](#)

LOCATION: Short Pump Hilton

DETAIL: Your school division needs you, your superintendent, and your attorney to be at the 2018 VSBA School Law Conference. Why? Because many of the decisions you make have legal implications that will impact your school division for years to come. Be informed and be prepared! Sessions include: Title IX: The Legacy and Lessons; The Virginia Board of Education's Profile of a Graduate; Data, Data Everywhere; Legal/Legislative update from the 2018 General Assembly.

WEBINAR RECORDING AVAILABLE **School Safety: A Focus on Prevention**

National school security expert Dr. Dewey Cornell will provide best practices on school safety, with a focus on prevention. Recent school shootings have sparked concern about the safety of Virginia schools and a surge of student threatening behavior in some schools. This presentation reaffirms the objective safety of Virginia schools and emphasizes the role of practical, evidence-based prevention efforts to maintain safety.

[Click here to access the webinar recording.](#)



Could your board benefit from the insight and direction of a governance expert?

The VSBA provides one-on-one consulting workshops that can help your team work through common governance topics, such as:

- Strategic Planning: Developing & Implementing Focused Plans of Action
- Governance: Leadership Team Roles and Responsibilities
- New Superintendent: Building a New Governance Team
- Operations: Establishing Board Norms and Protocols
- Data: Using Data to Make Informed Decisions
- Developing & Implementing a Division-Wide Communications Program
- Optimizing Media Relationships to Proactively Generate Press Coverage
- Superintendent Evaluation and Board Self-Evaluation

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"The status quo is the status quo because people who have the power to make changes are uncomfortable with the way things are. It takes energy to make changes, and the energy must come from the people and not result from the change."

2017-2018 VSBA Board of Directors

Not pictured: Tyrone Foster, Janet Turner-Giles

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MISSION STATEMENT

Virginia School Boards Association, a voluntary, nonpartisan organization of Virginia school boards, promotes excellence in public education through leadership, advocacy and services.

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