

Board of Managers Job Description

MISSION:

The Board of Managers will improve outcomes for students in the school district by representing the vision and values of the community and by providing oversight of the superintendent's management of the school district to ensure that the vision and values are being honored.

POSITION OVERVIEW:

As the governing board for the school district, the Board of Managers has a rare opportunity to improve outcomes for all students served by the school district. The core purpose of the Board of Managers is to improve student outcomes by representing the vision and values of the community where every student is to be prepared for college, career, or the military in a manner that is equitable, transparent, and efficient. Through performance management practices, data-informed routines, and authentic stakeholder engagement, the Board of Managers provides oversight of the superintendent's management of the school district to ensure that the community's vision and values are being honored and students are being well-served. The appointed Board of Managers will temporarily replace the district's elected Board of Trustees, and the Board of Managers will assume all of the powers and authority previously held by the Board of Trustees.

In addition, the Board of Managers will implement and model school board governance best practices, such that the Board of Trustees, on day one, is fully prepared to be intensely focused on student outcomes when authority returns to them after the time period designated by statute.

NOTE: *Before a Board of Managers can formally be appointed, due process under state law is afforded to La Joya ISD. First, the district's school board exercised its right to appeal the TEA Special Investigation Unit's recommendation that a board of managers be appointed, and that appeal is scheduled to be considered by an administrative law judge (ALJ) at a hearing that will occur later this summer. The ALJ will then issue findings of fact and conclusions of law, and those findings and conclusions will be presented to the Commissioner of Education to make a final decision. The Board of Managers cannot be appointed until after the Commissioner makes his final decision, and then only if the Commissioner determines that the ALJ's findings support the replacement of the school board with a Board of Managers. To ensure that TEA is prepared to support the community should the Commissioner ultimately decide to appoint a Board of Managers, the TEA Division of Sanction Monitoring is initiating a process to recruit prospective members of a Board of Managers. The Commissioner has not made a final decision and will evaluate the ALJ's findings before issuing a final decision.*

ESSENTIAL FUNCTIONS:

- **Goal Setting & Monitoring:** With a data-driven and stakeholder-informed approach, oversee and support the Superintendent's management of the district to ensure adherence to the community's vision and values, and hold the Superintendent accountable for improving student outcomes.
- **Stakeholder Engagement:** Proactively create opportunities to authentically engage community members, seeking their reflections and input on the vision and values of the community.
- **Superintendent Oversight:** Develop a superintendent evaluation tool that reflects the community's vision and values and ultimately aligns with the student outcome goals established as milestones for system performance.

- **Governance Systems:** Create systems that will ensure the smooth transition of governance back to the Board of Trustees and reflect best school board governance practices, including, but not limited to, structures for engaging with stakeholders, monitoring student performance, ensuring fidelity of work against the community's vision and value, and providing training to community members regarding effective governance practices.

MINIMUM QUALIFICATION:

Residency

- A majority of Board of Managers members must be eligible voters inside the school district's boundaries.

Background:

- Meet standard statutory eligibility requirements for school board trustees;
- Have not been convicted of a felony, a crime that involved finances/fraud/theft, or a crime that involved a child;
- Able to pass an FBI background check.
- Will complete a conflict of interest disclosure twice annually

Time Commitment:

- ~30 hours per month for the first 6 months
 - Up to 6 hours per month for board meetings
 - 20 hours per month in community listening, introduction, and planning sessions
 - Additional time in community meetings as needed
- ~15 hours per month thereafter
 - Up to 6 hours per month for board meetings
 - Additional time in community meetings as needed

QUALIFICATIONS:

The ideal Board of Managers has a diverse set of members with a broad cross-section of skills and backgrounds.

The Board of Managers must include members who:

- Believe that all students can achieve at high levels and are able to succeed in college, career, or the military;
- Can create and engage in a collaborative, results-oriented team environment;
- Have a demonstrated capacity for collaboration and an even temperament;
- Possess a high intellectual ceiling with the ability to solve new and dynamic governance problems;
- Have a desire to self-reflect, give/receive feedback, and continuously improve;
- Authentically engage stakeholders to leverage feedback for continuous improvement;
- Are skilled at co-constructing a compelling vision with stakeholders that motivates action;
- Bring a track record of performance and successful implementation across multiple concurrent projects;
- Are experienced applying change-management theory, including successful implementation or adoption of systems-level changes;
- Have excellent written and verbal communication skills;
- Are willing and able to be on time and attend the entirety of all regularly scheduled board meetings;
- Have completed a Lone Star Governance 2-day workshop prior to panel interviews; and
- Are committed to learn and grow personally, especially as it pertains to knowledge of local school systems.

The Board of Managers should include some members who:

- Are currently parents of a student in the district;
- Have some verifiable history of success in public education, preferably in Texas;
- Have some background as a parent leader, a teacher leader, or a neighborhood leader;

- Have demonstrated success in community leadership;
- Have diverse professional backgrounds relevant to school board governance (i.e., social work, counseling, psychology, business, finance, law).
- Live throughout the district boundaries.

In addition, the following characteristics or experiences would be disqualifying:

- Current employee of the district;
- Employed by or possess ownership interest in a vendor of the school district;
- Other business-related involvements with or conflicts of interest with the school district (through 2nd degree of affinity and consanguinity)

FINANCIAL COMPENSATION:

None