*GLOBAL ACADEMY*

**Board Self-Reflection Policy (220)**

**I. PURPOSE**

The purpose of the Global Academy Board Reflection Policy is to ensure a high-functioning, reflective board that is focused on student outcomes while fulfilling its state-mandated fiduciary responsibilities.

**II. PRACTICES**

By March of each year, the Global Academy Board will review its practices.

*Information for Decision Making*

The board is receiving timely, accurate information on a regular basis to oversee vital school functions

Monthly

* Financial information that tracks revenues, expenditures and cash flow
* Director’s report that includes school operations and enrollment
* Personnel information that reflects current hiring, termination and staffing data

Semi- Annually

* Receive report from the business manager and the executive director that reviews the school’s finances and suggests budget revisions
* Review Global Academy Affiliated Building Company minutes and finances

Annually

* In the fall of each year, the board reviews and comments on the school’s strategic plan and establishes goals for the current school year
* In the fall of each year, the board reviews the executive sdirector’s job description and work plan
* In the fall of each year, the reviews the school’s succession plan
* In the fall of each year, the board will review the Board Governance folder in Google docs
* Reports from the executive director that includes academic performance and analysis
* Review of authorizer school performance expectations as needed
* In the fall of each year, the board reviews and comments on the World’s Best Workforce and Annual report

*Review of the Executive Director*

The board director review procedure reflects a comprehensive, effective process for evaluating the executive director with the people and processes in place to carry it out.

The annual director evaluation will take place by April 1st of each school year.

The board will review the process each year and recommend any necessary changes.

*Annual Meeting and Election of New Board Members*

The board policy reflects a comprehensive, effective process for carrying out elections as called for in its by-laws and conducting an annual meeting that shares year-end results with the public.

* The board will review the previous year’s processes and results and recommend any necessary changes.

*New board member orientation and training*

The board orientation and training processes meet state standards and prepare new board members to participate fully in the activities of the board.

* Within six months of new members being seated on the board, the board chair will ask new board members to confirm that they have completed the required MDE training and to reflect with him/her on whether Global’s new board member orientation has prepared them to serve. After completing training, the new board members will report to the board on their experience and make recommendations about how to improve the process for the next group of new board members.

*Conduct of board meetings*

All board members feel as if they are able to express their views and review necessary information to make decisions in a safe, respectful board environment that operates efficiently and effectively.

* Before November 1 of each year, the board will review its essential agreements.
* Between January 1st and March 31st, the board chair will ask board members to comment on the conduct of board meetings, including but not limited to discussion and voting procedures, agenda setting, and time spent on board business-both at board meetings and outside of board meetings.

**Policies**

The board will review its policies on a schedule that calls for a review of necessary policies per month in order to keep up with changes dictated by state mandate and/or best practices

* The executive director and the board chair will review the previous year’s calendar of policy reviews and propose a schedule for the next year.

**By-Laws**

* At least every three years, the board chair will review the by-laws to ensure that they are consistent with state mandated policies and best practice.

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