

## **Board Governance Goals, Evaluation, and Professional Development**

### **Board Goals**

Each school year, the board will formulate goals. The goals may include but are not limited to the board functions of:

- A. Responsible school district governance;
- B. Communication of and commitment to high expectations for student learning;
- C. Creating conditions district-wide for student and staff success;
- D. Holding the district accountable for student learning; and
- E. Engagement of the community in education.

At the conclusion of the year the board will reflect on the degree to which it has met its goals and objectives by conducting a board self-assessment and engaging in board development activities where needed.

### **Board Evaluation**

In spring of each school year, the board will evaluate its own performance in relation to its annual goals, using the WSSDA Board Self-Assessment Survey.

The results of the self-evaluation will be used in setting goals for the subsequent year.

### **Board Professional Development**

In keeping with the need for continuing training and development to enhance effective governance, the board encourages the participation of its members at appropriate board conferences, workshops, and conventions. Funds for participation at such meetings will be budgeted for on an annual basis.

### **Required Training for School Board Directors**

There are two areas of training required by Washington state:

- [Open Government training](#),
- [Cultural Competency, Equity, Diversity, and Inclusion training](#), and
- [Strengthening Tribal Consultation Training](#)

### **Open Government Training**

School board directors must receive Open Government training no later than 90 days after they take their oath of office or assume their duties. They can take the training before they are sworn in or assume their duties of office. School board directors must also receive “refresher” training at intervals of no more than four years, so long as they remain on the school board. Open Government training is available from the Washington Attorney General’s Office (<https://www.atg.wa.gov/open-government-training>) and at the annual conference of the Washington state school directors’ association.

### **Cultural Competency, Equity, Diversity, and Inclusion Training**

Beginning with the 2022 calendar year, each member of a board of directors shall complete a governance training program once per term of elected office. If the director is appointed or elected to a first term of office, the director must complete governance training requirements within two years of appointment or certification of the election in which they were elected.

The governance training completed by directors must be aligned with the cultural competency, diversity, equity, and inclusion standards for school director governance developed and provided by the Washington State School Directors' Association. Per Washington state law, the required training elements for both first and subsequent school director terms are defined by the Washington state school directors' association.

### **Strengthening Tribal Consultation Training**

Beginning September 1, 2024, school board members, superintendents, and any other staff at school districts that are required to perform Tribal consultation under Title VI of the federal ESSA must take and certify completion of the 3-hour Strengthening Tribal Consultation training focusing on

- Native Student Identification
- Data Sharing
- Implementation of Tribal history, culture and government – Since Time Immemorial Curriculum

### **Recommended Professional Development for School Directors**

In addition to the required areas of training above, Spokane Public Schools is committed to ongoing professional development both for individual school board directors and the board overall. Each school board director is a member of the Washington State School Directors' Association, which provides professional development and resources at its annual conference and through year-round leadership development services for individual school board directors and boards.

#### **Cross References**

[Policy 1731](#) Board Member Expenses and Compensation  
[Policy 1805](#) Open Government Trainings  
[Policy 1810](#) Board Governance Goals, Evaluation and Professional Development

#### **Legal References**

[RCW 28A.345.120](#) School director governance - Cultural competency, diversity, equity, and inclusion -Training programs  
[SSB 5044, Chapter 197](#), Laws of 2021 Public Schools, Equity, Etc.-Training  
[RCW 28A.343.100](#) Governance Training Program  
[RCW 42.30.205](#) Training  
[RCW 70A.02.100](#) Tribal Consultation

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