Leading Together Self-Appraisal

Place a checkmark indicating the level at which your Chair-Head Partnership Team performs each of the nine *Leading Together* essential practices.

Level of Performance

1 raw beginner; We need help!
2 apprentice; We're learning, but not entirely confident yet
3 journeyman/woman; We think we get it, but it's not yet one of our "strengths"
4 mastery; We do this well, and we can help others by sharing our practice

Essential Practice	***Level of Performance***			
	1	*2*	*3*	*4*
1. BUILDING TRUST *The Chair and Head develop and sustain a trusting and productive relationship with each other, with and among the Trustees and across the community. The Chair and Head enhance Board effectiveness by skillfully facilitating discussions, resolving conflicts, and building consensus.*				
2. COMPLEMENTARY ROLES *The Chair and Head ensure that the roles and responsibilities of the Board and those of the Head are both understood in theory and respected in practice.*				
3. POLICY/PROCEDURE *The Chair and Head ensure that the Board understands the difference between Policy and Procedure, recognizing that policy is the Board's work, delegating procedures to the administration.*				
4. FIDUCIARY OVERSIGHT *The Chair and the Head guide the Board in fulfilling its fiduciary responsibilities and confronting, clarifying, and solving problems.*				
5. BEING STRATEGIC *The Chair and Head appropriately involve the Board in the development, implementation, and monitoring of the school's various plans, e.g., strategic, financial, facilities.*				
6. ASSESSING *The Chair and Head lead the board in identifying appropriate metrics and using them to measure success, fidelity to mission, and the effectiveness of the Board, the Chair, the Head, and the School.*				
7. BOARD PRACTICES *The Chair and Head guide the board in using effective and efficient practices and in abiding by clearly articulated and agreed-upon operational norms in doing its work.*				
8. COMMUNICATIONS *The Chair and Head support the Board by communicating effectively, providing appropriate information/reports, practicing the "no surprises" principle, and guiding the Board in appropriately engaging with the wider community.*				
9. BUILDING AND SUPPORTING THE BOARD AND THE HEAD *The Chair and Head sustain the Board through thoughtful succession planning, high-quality, ongoing professional development, and periodic self-assessment.*				

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