

### Framework for School Board Development

Preamble: The Board is the governing body for the School. The Board is appointed by the Governor and confirmed by the Senate to carry out the laws and direct the policies of state government activities. To effectively meet the challenges of public education, Boards and the Superintendent must function together as a governance leadership team to ensure that all Texas children have access to a quality education that enables them to achieve their potential and fully participate now and in the future in the social, economic, and educational opportunities of our state and the nation. (Education Code 4.001)

Each leadership team will annually assess its development needs both as a corporate body and as individuals. As a team they will focus on the improvement of locally developed student outcomes and provide support for opportunities and experiences through vision and goals, systems and processes, progress and accountability, advocacy, and engagement, and synergy and teamwork. Teams ensure that their School provides equitable and effective educational programs and services that ensure the equity and excellence in performance of all students. The Framework for School Board Development has been approved by the State Board of Education to provide the critical areas of development for all public-school boards.

**I. Vision and Goals – The Board ensures creation of a shared vision and locally developed, measurable goals that that improve student outcomes and provide support for opportunities and experiences.**

- The Board keeps the School focus on the well-being of all children.
- The Board adopts a shared vision that incorporates input from the community to reflect community aspirations as well as a present and future needs of all children.
- The Board ensures that the vision aligns with the state’s mission, objectives, and goals for education established by law and/or rule.
- The Board adopts a reasonable number of specific, quantifiable, research-based and time-bound goals that align with state law, are developed with community input, and support the vision to improve student outcomes.
- The Board embraces, supports and fulfills the vision that all students receive what they need to learn, thrive, and grow including resources, opportunities and experiences.
- The Board uses the vision and goals to drive all board deliberations, decisions, and actions.
- Individual Board members should not have individual agendas separate and apart from the shared vision.

**II. Systems and Processes– The Board ensures systems and processes are in place to accomplish the vision and goals.**

- The Board regularly develops, reviews and adopts policies for effective support of the School’s vision and goals.
- The Board approves a budget that aligns with and maximizes resources to fulfill the School’s vision and goals.
- The Board monitors multiple measurable elements of student progress and achievement throughout the year.
- The Board incorporates equity when making decisions and evaluating systems and processes.
- The Board focuses its actions on following board operating procedures while providing oversight of the Superintendent, policymaking, planning and goal setting, progress monitoring and evaluation while avoiding involvement in the daily operations management.

- The Board approves goals, policies, and programs that ensures safe and secure learning environment
- The Board assures the equitable distribution of resources, opportunities and experiences based on the diverse needs of students and the School.
- The Board adopts a planning calendar and engages in a decision-making process consistent with state law and rule to help achieve the School's vision.
- The Board ensures that the School's planning and decision-making process enables all segments of the community, families, and staff to meaningfully contribute to achieving the School's vision.
- The Board welcomes and values all people and cultures as important stakeholders in the process for student success.
- The Board ensures the School has a system for sound business and fiscal practices.
- The Board adopts policies regarding hiring, assigning, appraising, terminating and compensating School personnel in compliance with state laws and rules.
- The Board ensures the School adopts a protocol regarding the recruitment, determination of professional development needs, building of leadership capacity and retention rates for the School's teachers.
- The Board fulfills the statutory duties of the Governing Board and upholds all laws, rules, ethical procedures, and court orders pertaining to the School and school employees.

**III. Accountability – The Board sets clear goals, provides resources and support, evaluates goal attainment and engages in ongoing objective feedback on progress and commitments.**

- The Board holds itself accountable to its adopted vision, goals, commitments and operating procedures.
- The Board ensures progress toward achievement of the School's goals through timely, and comprehensive review of relevant reports and student data that illustrate progress toward locally developed student outcomes.
- The Board ensures equity throughout the system by regularly identifying inequities, updating policies, and appropriately distributing resource.
- The Board differentiates among resources, intermediate measures, and outcomes, especially when focusing on student outcomes.
- The Board monitors and evaluates the allocation of resources in support of the School's vision, goals and sustainability.
- The Board reviews the efficiency and effectiveness of School operations and use of resources in supporting the School's vision and goals.
- The Board employs and annually evaluates the Superintendent on the achievement of School goals, including academic goals, demonstration of educational leadership, and management of the School's daily operations.

**IV. Advocacy and Engagement– The Board promotes the vision and engages the community in developing and fulfilling the vision. The Board advocates on behalf of TSD students.**

- The Board demonstrates its commitment to, and advocates on behalf of the shared vision, mission, and goals by clearly communicating them to the Superintendent, the staff, and community.
- The Board regularly reports School progress to families and the community which could include the School's website.
- The Board ensures multiple forms of two-way communication will be used to engage, empower, and connect students, families, staff, media, and the community.

- The Board builds collaborative relationships and partnerships with families and community, business, and governmental leaders, non-profit, higher education, education support organizations to influence and expand educational opportunities and meet the needs of students.
- The Board recognizes the respective roles of and provides input and feedback to the legislature, State Board of Education, and the Texas Education Agency regarding proposed changes to ensure maximum effectiveness and benefit to the students in the School.
- The Board promotes school board service by educating the community about the role of the Board and the application process.

**V, Synergy and Teamwork – The Board’s duties are distinct and the Board works effectively as a collaborative unit and as a team with the Superintendent to lead the School in fulfilling the vision and goals.**

- The Board recognizes its distinct role in establishing the vision and the goals, adopting policies, that guide the School, setting priorities, establishing governance protocols to oversee the management of the School.
- The Board adopts and oversees the annual budget and the hiring and evaluating of the Superintendent.
- The Board recognizes each individual board member’s duty and fiduciary role for the School.
- The Board remains focused on its goals and priorities as opposed to individual agendas separate and apart from the shared vision.
- The Board annually evaluates its performance as a team with attention given to the School’s vision and goals: fulfilling the Board’s duties, responsibilities and commitments and the Board’s working relationship with the Superintendent.
- The Board makes decisions as a whole only at properly called meetings and recognizes that individual members have no authority to take individual action in policy, School administrative matters.
- The Board respects the right of individual members to express their viewpoints and vote their convictions and honors the decision of the majority.
- The Board develops teamwork, problem-solving, and decision-making skills as a team with its superintendent.
- The Board understands and adheres to laws and local policies and respects the superintendent’s responsibility to manage the School and to direct employees in School matters.
- The Board adopts and adheres to established policies and procedures for welcoming and addressing ideas and concerns from students, families, staff, and the community.
- The Board establishes and follows local policies, procedures, and ethical standards governing the conduct and operations of the Board.
- The Board understands the leadership role of the Board President and adheres to law and policies regarding the duties and responsibilities of the Board President and other officers.

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**TEXAS SCHOOL FOR THE DEAF**

**BOARD MEMBERS  
TRAINING AND ORIENTATION**

**BBD-E**

Adopted: 10.09.98

Amended: 12.14.02, 12.13.09, 12.09.11, 04.07.17, 12.14.17, 12.11.2020, 12.10.2021