

To: Norris; Haydn Evans ; Kathie L. Joiner; Kenneth Jones ; Linda Winchester; Richard Shirley; Susan Burke; Edward William daSilva; J. M. Holtzclaw; Jerry Scarborough ; Jerry Taylor ; Julie Ulmer ; Karen Lager ; Muriel Owens ; Brenda Carlton; Danny Glover; Darrell Whiddon; Kenneth Dennis; Paul Dyal ; Shariyne Beach; Allen Parrish; Alvin Griffis; Carlton Faulk; Cathy Sams; Curtis Ciyatt; Sandra Floyd; Terra Thomas Johnson; Carlene Anderson; Dennis Wallace; Faye Leddon; Kaye McBroom; Mark Davis; Mildred Wilkerson; Sharon Roberts; Sharon Roberts ; Toni Norman; Barbara Teusink ; Pamela Cates; Sandra Cook; Susan Roberts; Terry Ellis; Vann Brock; Wayne Saunders ; Janet Storey; Jenness "Jenny" Allen; Jeri Wilson ; Lisa Randolph ; Mike Pressley ; Patricia Pearce ; Wayne Aldrich

Cc: Wayne Blanton; Karen Denson

Subject: Reinstatement of the Master Board Program Distinction

Attachments: Letter of Intent to Participate.pdf; 2011 MB Program Description.pdf; MB Testimonial 2010.pdf; Cost Flier.2010 .pdf



MEMORANDUM

November 22, 2010

TO: Leadership Teams of Alachua, Baker, Bay, Bradford, Brevard, Calhoun, Charlotte, Citrus, Clay, Collier, Columbia, Dixie, Duval, Flagler, Glades, Hamilton, Hardee, Hernando, Hillsborough, Indian River, Lake, Lee, Leon, Levy, Madison, Manatee, Marion, Martin, Miami-Dade, Monroe, Nassau, Okaloosa, Orange, Osceola, Palm Beach, Pasco, Pinellas, Polk, Putnam, St. Lucie, Sarasota, Seminole, Sumter, Suwannee, Taylor, Union, Walton, and Washington Counties

FROM: Karen Denson, Director of Board Development

SUBJECT: Reinstatement of the Master Board Program Distinction

This is an invitation for your leadership team (i.e., school board members and superintendent) to consider participation in the 2011 - 2012 Master Board Program. This unique training program has been designed by your peers and provides invaluable experiences which are essential to building an effective governance team. The successful and highly acclaimed Master Board Program has been completed by fifty-seven (57) leadership teams since its inception in 1992. The leadership team is encouraged to discuss the benefits of program participation with other school board members.

Your leadership team no longer holds the distinction of Master Board since one (1) or more school board members who completed the most recently earned Master Board distinction and/or the superintendent is no longer serving on the leadership team. This is consistent with the policy established by the Board Development Committee. The policy is based on the rationale that when the composition of a leadership team changes the group dynamics also change necessitating additional training to solidify the new team and assist with the transition.

Please find attached these pfd files which further explain the Master Board Program:

Attachment 1: Letter of Intent to Participate Form;

Attachment 2: Program Description;

Attachment 3: Testimonials from the 2009 - 2010 Master Board Program Participants; and,

Attachment 4: The Importance of Training.

The participation fee for the Master Board Program is \$3,000.00 for school districts that are members of the Florida School Boards Association (FSBA). School districts that are not members of FSBA may participate in the Master Board Program; the fee for non-members is \$5,000.00. The participation fee covers the cost for materials, hotel meeting rooms, and certain food expenses for the Master Board Forums and consultant fees and travel expenses for the Forums and onsite workshops. FSBA subsidizes over forty percent (40%) of the cost of the Master Board Program. This financial investment is worth the time and effort of the leadership team, and will benefit the team by enhancing its ability to work cooperatively and effectively as the governance body of the school district.

The deadline for submitting Attachment 1, Letter of Intent to Participate Form, is January 18, 2011. Either a district warrant for the participation fee or a purchase order for the amount must accompany the letter of intent to participate form. **A space in a Master Board Forum will be reserved only when the district warrant covering the participation fee is officially received in the FSBA Office.** A space in a Master Board Forum cannot be reserved by a FSBA staff member pending receipt of the program participation fee.

Sign-up now and join other leadership teams in a rewarding, useful, and enjoyable experience! Do not hesitate to contact other school board members to discuss the advantages of engaging in training through the Master Board Program. Remember, this program is offered ONCE every two years. If the leadership team does not choose to participate in the 2011 – 2012 Master Board Program, the next opportunity for program participation will be December 2012.

If you have any questions or concerns, please do not hesitate to contact me at 850/414-2578 (Suncom 994-2578) or send an email to denson@fsba.org.

kd

Attachments (4)

Florida School Boards Association
2011 – 2012 MASTER BOARD PROGRAM
☆☆ INTENT TO PARTICIPATE ☆☆

It is the intent of the majority of the school board members and the superintendent to participate in the 2011 - 2012 Master Board Program which constitutes a 22-hour curriculum. The curriculum sequence for the Master Board Program is as follows:

- Step 1: Master Board Forum - 10 hours (required training)
- Step 2: Onsite Workshop - 4 hours (topic selected by the leadership team)
- Step 3: Onsite Workshop - 4 hours (topic selected by the leadership team)
- Step 4: Onsite Workshop - 4 hours (topic selected by the leadership team)

It is understood that these requirements have been considered and will be adhered to by the leadership team.

Requirement 1: The leadership team, school board members and the superintendent, must submit the "intent to participate" form certifying a majority of the leadership team members are committed to participating in the 2011 - 2012 Master Board training events. A district warrant or purchase order in the amount of \$3,000.00 for the program participation fee must accompany the "intent to participate" form. The program participation fee for non-members of the Florida School Boards Association is \$5,000.00.

Requirement 2: The Master Board Forum (Step 1) is conducted on "time certain dates" determined by the Florida School Boards Association at central locations in the state. A minimum of eighteen (18) participants must register in order to conduct the Forum. A maximum of five (5) leadership teams will be registered for a Master Board Forum.

The leadership team must designate its preferred dates for attending the Master Board Forum by indicating its 1st, 2nd, and 3rd choice on the "intent to participate" form. Date requests for attending the Master Board Forum will be determined by the date the "intent to participate" form and the district warrant for the program participation fee are received in the FSBA Office. A space in a Master Board Forum cannot be reserved by a FSBA staff member pending receipt of the program participation fee. Every effort will be made to accommodate the leadership team's preferred training dates.

Requirement 3: A majority of the school board members and the superintendent must be in attendance at ALL training sessions of the 2011 - 2012 Master Board Program in order to receive credit toward the 22-hour curricular requirement for the Master Board distinction. If a majority of the school board members is not maintained for the duration of any training session, the leadership team must make-up ALL training time that is missed. The school district will be responsible for paying all costs (i.e., consultant fees and travel expenses) that are associated with conducting another training session.

Florida School Boards Association
2011 - 2012 MASTER BOARD PROGRAM
☆☆ INTENT TO PARTICIPATE ☆☆

continued . . .

Requirement 4: For a leadership team member to have his/her name inscribed on the Master Board plaque, the following attendance requirements must be satisfied: 1) attend at least five (5) hours of Day 1 of the Master Board Forum; 2) attend at least two (2) hours of Day 2 of the Master Board Forum; and, 3) complete seventy-five (75) percent (i.e., 16½ hours) of the Master Board training sessions.

Requirement 5: Notification for a leadership team's cancellation of the Master Board Forum must be received at least sixty (60) days prior to date the team is scheduled to attend the Forum. The school district will be responsible for reimbursing the Florida School Boards Association \$1,500.00 when the appropriate procedures as detailed herein are not followed unless extenuating circumstances are substantiated and documented to the FSBA Executive Director.

Requirement 6: Notification must be given to the FSBA Office at least twenty-four (24) hours in advance if the leadership team decides to cancel an onsite workshop. The school district will be responsible for reimbursing the Florida School Boards Association for consultant fees and travel expenses incurred for the onsite workshop when the appropriate procedures as detailed herein are not followed unless extenuating circumstances are substantiated and documented with the FSBA Executive Director.

Requirement 7: The school district will be responsible for reimbursing the Florida School Boards Association for consultant fees and travel expenses when an onsite workshop is cancelled for lack of a majority of school board members in attendance at the onsite training session. A workshop may be postponed for a maximum of one (1) hour while the leadership team attempts to obtain a majority of the school board members for the workshop.

Requirement 8: Any deviation from the training sequence of the Master Board Program must be approved by the FSBA Director of Board Development and the Chairman of the Board Development Committee. For consideration of a modified training sequence, the leadership team will need to submit a letter identifying the modification and the reason for the requested change.

Requirement 9: The leadership team gives permission for potential FSBA facilitators in the Master Board Program to observe training conducted by Master Facilitators at the Master Board Forum and onsite workshops. If an extenuating circumstance exists for an onsite workshop, the school board chairman will need to contact the Director of Board Development to explain concerns and reasons for not allowing the potential facilitator to observe.

Florida School Boards Association
2011 – 2012 MASTER BOARD PROGRAM
☆☆ INTENT TO PARTICIPATE ☆☆

Each leadership team member who will be participating in the 2011 – 2012 Master Board Program will need to affix his/her original signature on the lines provided.

This is to certify the intent of the majority of the school board members and the superintendent to participate in the 2011 - 2012 Master Board Program.

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

SCHOOL DISTRICT: _____

PROGRAM COST

The fee for participation in the Master Board Program is \$3,000.00 for members of the Florida School Boards Association; for non-members, the fee is \$5,000.00. The entire participation fee or a purchase order reflecting the entire amount must accompany this "Intent to Participate" form. A refund of the Master Board Program fee is available only if the leadership team cancels participation in the Master Board Program sixty (60) or more days before the scheduled date* for attending the Master Board Forum. The cancellation notification must be in writing to the FSBA Executive Director.

*NOTE: On Page 4 of this form, the leadership team must select preferred dates for attending the Master Board Forum. Please make sure that the preferences have been APPROVED/AGREED TO by ALL leadership team members who signed this form. This is important since a maximum of five (5) leadership teams are enrolled in a Forum. Placement of leadership teams into the Forums is based on the date in which the "intent to participate" form and a district warrant for the program participation fee are received in the FSBA Office.

Florida School Boards Association
2011 – 2012 MASTER BOARD PROGRAM
 ☆ ☆ INTENT TO PARTICIPATE ☆ ☆

Please identify the leadership team's preferred training dates for participating in the Master Board Forum by entering 1st choice, 2nd choice, 3rd choice, etc., on the line provided after the listing of each training date and location. These are TIME CERTAIN dates as determined by the Florida School Boards Association. The Master Board Forum is being offered five (5) times in 2011. No Master Board Forums are scheduled in 2012.

Designate By
Preference

March 10 - 11, 2011: Hilton Hotel - Ocala _____

April 14 - 15, 2011: Best Western Gateway Grand - Gainesville _____

April 28 - 29, 2011: Hilton Hotel - Ocala _____

May 12 - 13, 2011: Holiday Inn Select - Panama City _____

September 22 - 23, 2011: Best Western Gateway Grand - Gainesville _____

Pages 3 and 4 of the Intent Form must be completed AND mailed, faxed, or e-mailed to the Florida School Boards Association. The mailing address is 203 South Monroe Street, Tallahassee, FL 32301; the fax number is 850/414-2585; and, the email address is denson@fsba.org. Please SEND these pages to the attention of Karen Denson, Director of Board Development, Florida School Boards Association.

The deadline for filing Pages 3 and 4 of the
 "Intent to Participate" Form AND the Program Participation
 Fee or Purchase Order is JANUARY 18, 2011.

**Act NOW to ensure that the preferred Master
 Board Forum date is secured! When the participation fee is
 paid, the Forum date is determined!**



Florida School Boards Association Master Board Program



PROGRAM INITIATED: 1992

PURPOSE: The purpose of the Master Board Program is to:

- 1) Focus on the school board and superintendent as a collective unit and develop the ability to work collaboratively as a governance team while maintaining a focus on student learning and factors contributing to successful schools.
- 2) Learn, practice, and build skills for developing a high performance governance team.

AUDIENCE: District Leadership Team – School Board Members and the Superintendent

PROGRAM DESIGN: The Master Board Program is designed for leadership teams that have never earned the Master Board Distinction, leadership teams that currently hold the Master Board Distinction, and newly constituted leadership teams that previously held the Master Board Distinction, but one (1) or more of the school board members and/or the superintendent who completed the most recently earned Master Board distinction are no longer serving in that capacity.

CURRICULUM: A twenty-two (22) hour training program is required with 10 hours of “prescribed/mandatory” curriculum and 12 hours of “elective” curriculum.

Step 1: Master Board Forum = 10 hours (2 days) of training involving no more than five (5) leadership teams per forum at a central location on a “time certain” date determined by the Florida School Boards Association

Step 2: Onsite Workshop = 4 hours of training in a topic selected by the leadership team (FSBA customized modules or topics selected by the leadership team)

Step 3: Onsite Workshop = 4 hours of training in a topic selected by the leadership team (FSBA customized modules or topics selected by the leadership team)

Step 4: Onsite Workshop = 4 hours of training in a topic selected by the leadership team (FSBA customized modules or topics selected by the leadership team)

PROGRAM COST: The fee for participation in the twenty-two (22) hour Master Board Program is \$3,000.00. The entire participation fee or a purchase order reflecting the entire amount must accompany the “Intent to participate” form. A refund of the \$3,000.00 fee is available only if the leadership team cancels participation in the Master Board Program sixty (60) or more days before the scheduled date for attending the Master Board Forum. The cancellation notification must be in writing. If a leadership team chooses to extend the twenty-two (22) hour curriculum, it will be assessed an additional fee at the daily pay rate of the consultant plus all travel expenses incurred by the consultant.

NOTIFICATION PROCEDURE: After the "intent to participate" form is filed, written notification will be sent to each leadership team. The Master Board Forum date is secured when the \$3,000.00 program fee is received in the FSBA Office; the leadership team will be notified when a "space" in the Master Board Forum has been reserved for the team.

PROGRAM REQUIREMENTS:

Requirement #1: The leadership team must submit the "intent to participate" form certifying a majority of the leadership team members are committed to participating in the Master Board Program training events. A district warrant or purchase order in the amount of \$3,000.00 must accompany the "intent to participate" form.

Requirement #2: The leadership team must designate its preferred dates by 1st choice, 2nd choice, etc., on the "intent to participate" form. Master Board Forum date requests will be determined by the date the \$3,000.00 program participation fee and the "intent to participate" form are received in the FSBA Office. Every effort will be made to accommodate the leadership team's preferred training date for the Forum.

Requirement #3: The Master Board Forum will be conducted on "time certain dates" at central locations as determined by the Florida School Boards Association. A minimum of three (3) and a maximum of five (5) leadership teams will be registered for each Forum.

Requirement #4: A majority of the leadership team must be in attendance at ALL training sessions of the Master Board Program in order to receive credit toward the 22-hour curricular requirement for the Master Board distinction.

Requirement #5: For a leadership team member to have his/her name inscribed on the Master Board plaque, the following attendance requirements must be met: 1) attend at least five (5) hours of Day 1 of the Master Board Forum; 2) attend at least two (2) hours of Day 2 of the Master Board Forum; and, 3) attend seventy-five percent (75%) (i.e., 16 ½ hours) of all Master Board training sessions.

Requirement #6: The Master Board Program should be completed in approximately twelve (12) months.

Requirement #7: Any deviation from the training sequence or curriculum of the Master Board Program must be approved by the Chairman of the Board Development Committee and the FSBA Director of Board Development. To seek approval, the leadership team will need to submit a letter identifying the modified training sequence and the reason for the requested change.

Requirement #8: Notification must be given to the FSBA Office at least twenty-four (24) hours in advance if the leadership team decides to cancel an onsite workshop. The school district will be responsible for reimbursing the Florida School Boards Association for consultant fees and travel expenses incurred for the onsite workshop when the appropriate procedures as detailed herein are not followed.

Requirement #9: The school district will be responsible for reimbursing the Florida School Boards Association for consultant fees and travel expenses when an onsite workshop is cancelled for lack of a majority of school board members in attendance at the onsite training session. A workshop may be postponed for a maximum of one (1) hour while the leadership team attempts to obtain a majority of the school board members for the workshop.

MASTER BOARD PROGRAM TESTIMONIALS



The Master Board (MB) Program helped the board members recognize their individual strengths and weaknesses and how to operate as a team. A highly functioning school board is a great predictor for high student achievement. The Master Board training, as well as ongoing trainings, is essential to building a successful "team." *Michael A. Grego, Ed.D., Superintendent, School District of Osceola County*



Thank you for the opportunity to share a testimonial regarding my experience in the Master Board Program through FSBA. As a new superintendent this process was extremely beneficial to me and the board. One of the sessions entitled "The A+ Plan for School Boards and How School Boards Impact Student Achievement" was very powerful. I also felt the Leadership Framework for a Student-Focused Governance Model gave us a "road map" to address our vision, structure, accountability, and advocacy issues that we face as a TEAM working together for our students.

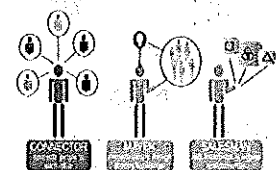
I would recommend Master Board training for all superintendents and board members as well. As a result of participating in this valuable program, we were more prepared to lead our district and ready to make a difference in the lives of our students and community.

Sherrie Raulerson, Superintendent of Schools, Baker County Public Schools

"The Pinellas County School District's leadership team completed the FSBA Master Board Program training last winter. I know I speak for the team as a whole when I say that the training's collaborative, interactive approach to consensus-building benefited us immensely. We especially were impressed with the conversations regarding effective problem-solving and creating meaningful change. Many of the conversations fostered in that collegial environment have blossomed, particularly those that assisted us in the retooling of our district's vision, mission, and aspirational goals. One real "keeper" for us was the concept of "the tipping point," which has become the foundation for many subsequent discussions. We continue to refer to the importance of identifying connectors, mavens and salesmen as we plan strategies that will ensure 100 percent student success."

Julie M. Janssen, Ed.D., Superintendent, Pinellas County School District

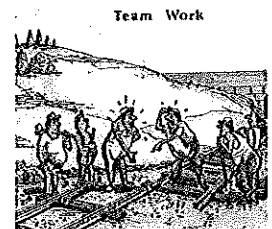
THE TIPPING POINT + THE SOCIAL MEDIA NETWORK



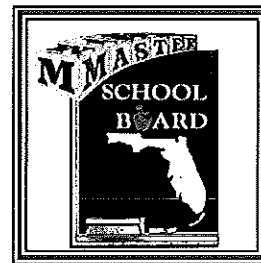
I completed the Master School Board Program three times as a School Board Member and once as Superintendent of Schools. This training is essential to the successful working relationship of the leadership team. This training made me understand the strengths of individual members of the team and has allowed me to build a better working relationship and ultimately, be successful as a leader of our District.

Martha Butler, School Board Member 1998 - 2006, Superintendent of Schools 2008 - present, Hamilton County School District

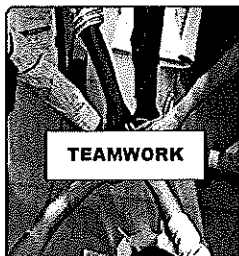
The Master Board Program provides a service for our School Board that we could not afford on our own. The quality of the training by the facilitators represents the breadth of understanding by the facilitators. The impact of this training on our board has created a unified team with our superintendent and the board. FSBA staff members and the facilitators are always available to help and answer any questions we have. I would urge any district to consider this training. The Master Board Program has a module or content available for many facets of our business. *Brenda Carlton, Taylor County School Board*



MASTER BOARD PROGRAM TESTIMONIALS



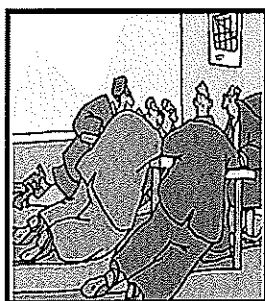
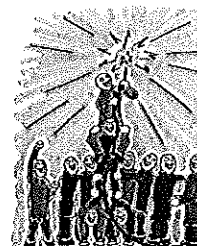
As a recent graduate of the Master Board Program, I can truly say that our board functions better today, than it ever has in the past, a direct result of the time our board spent in the Program, even though only three out of the five board members participated. At each stage of the course work, we came together in a relaxed and open environment to talk about our issues and concerns, and in the process, developed trust and understanding for each other, we greatly streamlined our board meeting process, and also improved the combative tone of our board meetings. In all regards we consider this activity money well spent. The Florida School Boards Association provides excellent support to board members and I heartily recommend the Master Board Program. *Marianne Arbulu, Jefferson County School Board*



The Master Board experience helped me build personal and professional relationships with board members from other school districts. These relationships were crucial in developing the necessary management skills to help the Citrus County School Board become a cohesive, well-functioning, and student-centered school board. I would highly recommend this experience to all school board members and would encourage them to take advantage of this unique opportunity.

*Bill Murray, Citrus County School Board,
Chairman of the FSBA Board Development Committee*

I was a newly elected first-term school board member and having the opportunity to go through the Master Board Program is one that I would recommend to every school board in this state. Not only did we have two new board members but also a new superintendent. The Program gave us an opportunity to learn so many things together that we would never have had the opportunity to go into such great detail. This also gave us a chance to get to know each others' learning styles and to understand our role as a school board member. The training that is provided by FSBA is invaluable. *Rosanne Brandeburg, Lake County School Board*

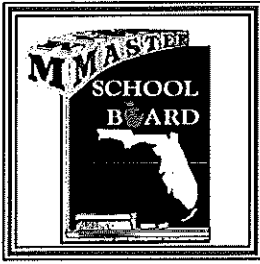


I was dragged into the Master Board Program kicking and screaming ALL of the way. But, after the training sessions that my school board participated in, I have become a great believer in what the Master Board Program can do to improve the dynamics of the district leadership team. I learned things about leadership and thinking styles of my fellow members that have enabled me to better understand their thought processes and support them by providing the kinds of information they need to make a good decision. Since the first experience with the Master Board Program, I have been a willing and enthusiastic participant in the reinstatement process because of the difference it can make in how well a board and superintendent can function.

Lee Swift, FSBA President Elect, Charlotte County School Board

What I gained from the Master Board curriculum was the value of working as a team. Our leadership team members turned from "the me" to "the we" attitude allowing us to strengthen and accomplish much more. After engaging in the Master Board training, the team members learned how to capitalize on our differences and identify areas that created conflict. Any newly formed leadership team (even if it is only a person) creates a new DYNAMIC with strengths and weaknesses; the Master Board Program provides the time, resources, and skills to build a new effective team. My favorite Master Board module was "The Tipping Point." The 8-hour workshop helped the leadership team and district administrators navigate potential obstacles because of some major shifts that were on the horizon for the school district. *Beverly Slough, FSBA Past President, St. Johns County School Board*





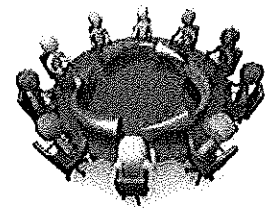
MASTER BOARD PROGRAM TESTIMONIALS

The Master Board Program provided an opportunity for our leadership team to gain an awareness of the goals and personal learning styles of each member. In fact, team members learned that we actually had more in common than we initially thought. The training assisted individual team members in understanding that working as a "team" to solve challenges and problems would result in the children and staff in the school district being better served.

The Master Board Program is valuable as it brings those recently elected "up to speed" and becomes a refresher course for other team members. This process can be so beneficial in assisting the team as it confronts issues and as it forms a collegial team. With new member(s) on the leadership team, the training helps create a trusting atmosphere where the members can begin addressing specific needs of the school district and any issues or goals of new board members. **DO NOT MISS** this excellent opportunity as you work to become a highly effective leadership team!
Linda Winchester, Sumter County School Board

Master Board training is an affordable opportunity for board members to learn to work collaboratively in solving issues that come before the board. In these tough economic times, we all have to make cost saving decisions to serve the students in the classroom. Participating in board training makes these tough conversations easier if you know how to work together as a team. After participating in the Master Board Program three times with three different boards, I am always amazed at the different training modules that are available to customize the training for your specific needs. You can spend more money for training, but I don't think you can get any better training than that offered by FSBA.

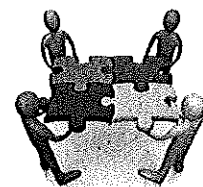
Joie Cadle, FSBA Vice President, Orange County School Board



COMMENTS FROM PARTICIPANTS AT THE 2009 MASTER BOARD FORUM

QUESTION – How was the Master Board Forum meaningful to you?

- ◆ It provided an opportunity for a dedicated length of time with my fellow board members to discuss sensitive team building issues.
- ◆ It allowed me to get to know other board members better.
- ◆ The Forum had hands-on practical exercises which were used for the leadership team to apply the knowledge from the material that was presented.
- ◆ Each board member was allowed to openly speak to one another in a constructive criticism manner.
- ◆ The leadership team has opened its lines of communication dramatically and has started the important work of building a strong, trusting relationship.
- ◆ All information is on target to what "we" the leadership team needs to improve upon!
- ◆ It was a great opportunity to talk about progress and how the team can function in a high performing manner.
- ◆ The Forum gave us some quality time together.



PARTICIPANTS' COMMENTS FROM ONSITE MASTER BOARD WORKSHOPS



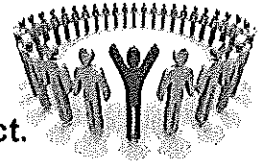
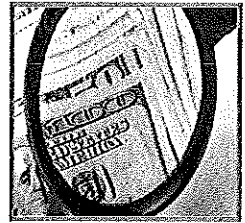
- ◆ The “Power Through Policy” workshop helped me to understand the difference between policies and procedures. This was a very needed workshop; I feel like I have a better understanding of how to proceed with policy-making procedures. *(April 2009, Baker County)*
- ◆ “The Key Works of School Boards” workshop challenged us to analyze and identify gaps in the school system. *(March 2010, Manatee County)*
- ◆ This workshop, “The Performance Evaluation of Appointed Superintendents,” was very informative in relation to me understanding how the system works and how I can better work with our superintendent. *(October 2009, Lake County)*
- ◆ The “Strategic Communication” module made the leadership team realize that it did not have a communication plan or policy. The presentation and material for the workshop provided a structure to develop a great communication plan. *(April 2010, Brevard County)*
- ◆ The “Conducting Effective Board Meetings” workshop was a great refresher course on responsibilities of the board and the superintendent and the Robert’s Rules of order segment was informative and helpful. *(December 2009, Taylor County)*
- ◆ Information was well presented in the “Essentials of Leadership” workshop and the presenter was very knowledgeable in the subject; the overall experience of becoming a Master Board has been very helpful to me. *(February 2010, Escambia County)*
- ◆ Loved the structure of “The Tipping Point” workshop and working with a team – it was a new point of view. This was one of the most meaningful training programs I have attended and it will help in implementing change in the future. The opportunity to have district staff work with the board members was an excellent forum for rich conversation. *(September 2009, Collier County)*
- ◆ The “Core Beliefs” workshop was great and the exercises were excellent! The leadership team members discovered that they had the same goals, but just expressed them differently. *(June 2009, Osceola County)*
- ◆ “The A+ Plan for School Boards – How School Boards Impact Student Achievement/Part I” workshop showed the leadership team that it can make a difference in student achievement. It reaffirmed our responsibility as a school board. The data from the Lighthouse Study was very useful and will help the team become better at setting expectations. *(February 2010, Hamilton County)*
- ◆ The “Roles, Responsibilities, and Relationships” workshop is wonderful for new school board members. The leadership team needed this workshop 2 years ago. Structure and roles were defined – don’t know how we approach these problems without the Master Board Program. *(August 2009, Indian River County)*
- ◆ The “Creating Meaningful Change” workshop showed me great questions to ask and facilitated good discussion about how the district can improve. It opened areas of conversation giving the team a starting place for talking about change. *(October 2009, Pinellas County)*
- ◆ I found it useful to work through a process to solve problems during the “Good Decision-Making Through Effective Problem-Solving” workshop. It will be helpful for making tough decisions that are going to face the board. Excellent material! *(November 2009, Orange County)*



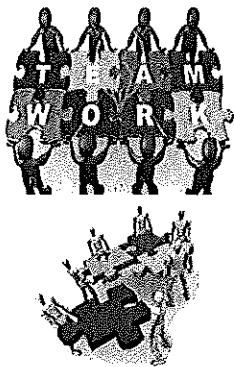
GETTING THE MOST **BANG** OUT OF YOUR !

WHY SHOULD I ATTEND FSBA TRAINING ACTIVITIES DURING TIMES OF FINANCIAL CRISIS? IN ORDER TO ...

- ❖ prepare and acquire skills to **PERFORM** your statutory responsibilities.
- ❖ assess gaps between what **YOU** know and what is needed to do the job.
- ❖ participate in learning activities that are specifically fashioned to **MEET THE NEEDS** of school board members.
- ❖ form professional **RELATIONSHIPS** with other school board members.
- ❖ transform **YOUR** valuable experiences into knowledge, skills, and attitudes to solve issues in your school district.
- ❖ be **RECOGNIZED** for pursuing and earning FSBA distinctions.
- ❖ understand the **POLITICS** of most organizational situations.
- ❖ learn how to put information into **PRACTICAL USE** in the school district.



WHY IS TEAM TRAINING IMPORTANT? Because it ...



- ☑ builds open and trusting relationships and promotes interpersonal skill development of team members.
- ☑ helps to align the shared vision of team members and to create the results that are desired in the school district.
- ☑ harmonizes team members' energy on making a difference in the education future of children.
- ☑ involves mastering the practices of dialogue, discussion, and advocacy.
- ☑ is a key mechanism through which the leadership team becomes strategically and operationally adaptive and responsive.

DID YOU KNOW THIS ABOUT THE MASTER BOARD PROGRAM?

- The cost of the Master Board Program has not increased since 2007.
- FSBA subsidizes over 40% of the Program costs.
- It costs \$500.00 per person to train a 6-member leadership team for 22 hours; it costs \$375.00 per person for a 8-member leadership team.
- The Master Board Forum was shortened by 2 hours to accommodate travel of school board members.
- Over half of the curriculum is delivered in **YOUR** school district at dates and times determined by the leadership team.
- The leadership team diagnoses its own learning needs and selects training modules aimed at those needs.
- FSBA facilitators are trained to assist, help, and aid the learning process and to create opportunities for participants to learn.
- Hotel sites for the Master Board Forum are selected considering economical rates for sleeping rooms and accessibility for school districts.

