

## Cradle-to-Career Governing Board Staff Report

Date Report Issued: October 25, 2023  
Attention: Members of Cradle-to-Career Governing Board  
Subject: **Governance Survey**  
Staff Contact: Marykate Cruz Jones, Chief of Strategic Initiatives and Partnerships

At this meeting, the Governing Board (Board) will have the opportunity to review, provide comments, and input on the inaugural governance survey.

### Requested Action:

There is no requested action for this item. This is an informational item only.

### Background:

The Board approved the [Cradle-to-Career Strategic Plan](#) at the August 9, 2023 Board meeting. One objective listed in the plan under Office Operations is “Build the C2C Governing Board’s governance culture with focus on ambassadorship as measured in progress summaries discussed at every Governing Board meeting and in an annual governance survey starting in Fall 2023”.

The impetus of this objective derives from the presentation that Leading Resources Inc. gave to the Governing Board in February 2023. The conversation focused on [five habits of high-performing public agency boards](#). Habit four centers around the board developing itself so that it can effectively serve the organization’s needs.

### Governance Survey Details and Implementation:

The survey is a total of 26 questions and covers nine topics including strategic vision, change management, analysis and judgment, decisiveness, planning, meetings, productive communication, building and maintaining relationships, and roles and responsibilities. The full survey can be found in Attachment A.

Board members will complete this survey annually in the new calendar year. When completing the survey, members will be asked to take a retrospective look at the previous calendar year. The Office of Cradle-to-Career Data (Office) plans to provide the survey to members for completion prior to the February 2024 Board meeting.



## 2024 Governance Survey

*This is an annual survey to be completed by Governing Board (Board) members to be in compliance with the [Cradle-to-Career Strategic Plan](#). In answering these questions, consider what you have observed and experienced during the 2023 calendar year.*

### Rating Scale

There will be a four point agreement scale utilized to assess Board practices:

- 1 - Disagree
- 2 - Somewhat disagree
- 3 - Somewhat agree
- 4 - Agree

### Strategic Vision

- 1. Our Board has a clear vision for the organization.
- 2. Our Board is guided by clear strategic goals and objectives.
- 3. Our Board acts in accordance with the organization's values.
- 4. Our Board has measurable ways to gauge its performance.

### Change Management

- 5. Our Board initiates improvements as needed.
- 6. Our Board responds positively to new ideas and ways of doing things.
- 7. Board members feel free to speak up about things they do not agree with.

### Analysis and Judgment

- 8. Our Board seeks relevant information and data for solving problems.
- 9. Our Board solves problems effectively.



## Decisiveness

- 10. Our Board is willing to make tough decisions and set priorities.
- 11. Our Board holds itself accountable for its actions.

## Planning

- 12. Our Board engages in regular long-range planning.
- 13. Our Board develops clear statements of the goals it seeks.
- 14. Our Board anticipates problems and responds accordingly.

## Meetings

- 15. Our Board meetings have a clear purpose to them.
- 16. Our Board meetings have a clear agenda.
- 17. Our Board meetings are productive.

## Productive Communication

- 18. Board members work well with different communication styles.
- 19. Board members are honest with each other.
- 20. Our Board makes sure its decisions are well understood by Board members and staff.

## Building and Maintaining Relationships

- 21. Board members listen carefully to each other.
- 22. Board members trust one another.
- 23. Board members raise difficult issues with each other.



## Roles and Responsibilities

24. Our Board is clear about its decision-making role.

25. I am clear about my individual decision-making authority as a Board member.

26. Our Board focuses on the things within its responsibility.

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