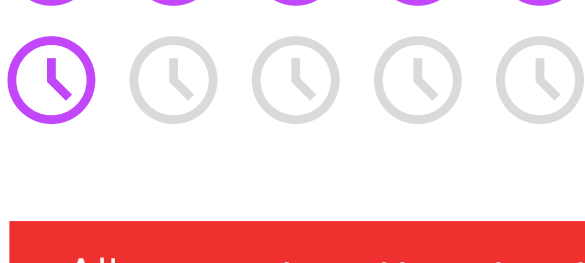




# Getting the board on the same page

A guide for school board administrators

## Are boards spending enough time on alignment?



**60%** of school boards spend less than five hours a month on activities aimed to align board members (meetings, training and communication).<sup>1</sup>

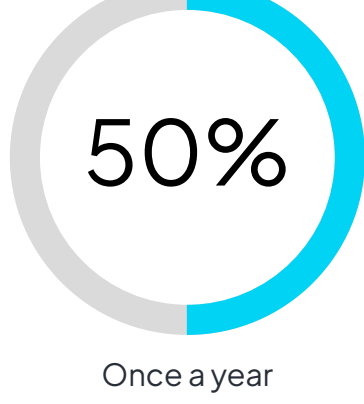
## Alignment matters to student achievement

“Researchers suggest that student achievement is correlated with two sources of social capital of school boards, namely internal and external ties. Internal ties refer to the bonding of members within a school board; external ties can be conceptualized as the bridging between board members and all other stakeholders.”<sup>2</sup>

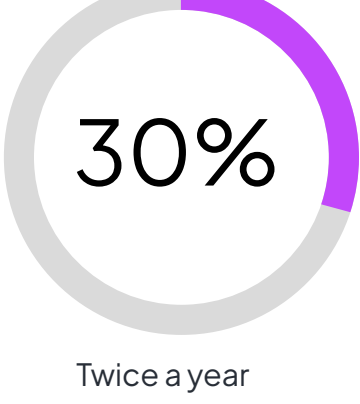
**Thomas L. Alsbury**  
(2008) found “student test scores decline as board turnover increased, particularly in smaller districts and when delineating politically motivated board turnover.”<sup>3</sup>

## Board training for alignment

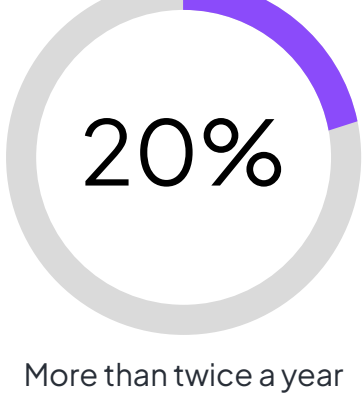
How often do you conduct **board member training** or workshops or retreats to ensure board alignment?



Once a year



Twice a year



More than twice a year

## Tips for building alignment

### An effective agenda



“I share the upcoming agenda with them as I’m working on it.”

**Dawn Mcmillan**, South Summit School District, UT

“Get feedback while building the agenda, not just when it is complete.”

**Heike Janis**, School District of Clayton, MI

“A structured and transparent agenda with an annual retreat and regular review of board policies.”

**Myra Lomahan**, Southwestern College, CA

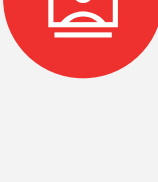
### Building stronger working relationships



“Our superintendent and president talk often and have a great working relationship that drives this.”

**Alice Black**, Aspen School District, CO

### Offering training opportunities



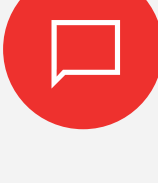
“Easy to access trainings emailed to board members.”

**Brenna Blankenbiller**, Gold Rush Charter School, CA

“Driving down on the reason why, as most board members are not ‘school people.’”

**Alice Black**, Aspen School District, CO

### A focus on communication



“Constant and good communication!”

**Autumn Alejandrez**, Kitsap Regional Library, WA

“Keeping board members notified of committee activities and recommendations, scheduled town-hall video calls and communications with our CEO.”

**Kim Beaty**, Florida School Boards Association

## Alignment activities for your board

Promoting alignment within a school board is crucial for effective governance and achieving shared goals. Here are **nine key activities** you can implement:



## Using technology to support alignment

“Diligent Community is user-friendly and streamlines the process of creating agendas and distributing materials. We use e-signatures on minutes, text messages for approval reminders, the ability to add comments during the approvals and more.”

**Myra Lomahan**  
Southwestern College, Chula Vista, CA

See how Diligent Community can transform your school board and help deliver true alignment for student success.

Request a demo ▶

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### References

- [1] Diligent online survey of school board secretaries and administrators December 2024
- [2] The Role of School Board Social Capital in District Governance: Effects on Financial and Academic Outcomes
- [3] School Board Member and Superintendent Turnover and the Influence on Student Achievement: An Application of the Dissatisfaction Theory