



OAKLAND UNIFIED  
SCHOOL DISTRICT  
*Community Schools, Thriving Students*

# Board Orientation January 4, 2023



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@OUSDnews

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# Welcome and Introductions

# Today's Outcomes

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- To build relationships between new and returning Board Members
- To understand the different working styles of each member of the governance team
- To establish a common understanding of ethical leadership practices
- To understand the Board agenda, the agenda setting process, and the legislative process
- To prepare for Board's annual organizational meeting

# Existing Board Protocols

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- Every action by a Board Member should be directed toward improving the educational program for students
- Every Board Member will exhibit behavior that is honorable, honest, and dedicated to success of students and staff
- Each Board Member is to be treated with dignity and respect
- Board Member Commitment will include:
  - Participate fully in the discussion of issues
  - Listen respectfully to all views and opinions
  - Respect each individual's opinion
  - Accept the majority action of the Board



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# Working Styles

# How do we as a Board Work Together?



# **WORKING STYLES QUESTIONNAIRE FOR SCHOOL DISTRICT GOVERNING BOARDS AND SUPERINTENDENTS**

Provided by California School  
Boards Association (CSBA)  
Please refer to your hard copy.



# Instructions

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- Complete the questionnaire on the next page
- Read each statement and order responses with numbers “1,” “2,” “3” or “4,” with “1” being response that BEST describes you and “4” being response that LEAST describes you
  - Use whole numbers only (no fractions or decimals)
- Approximately 15 minutes to complete the questionnaire
- Once you have completed the questionnaire, transfer the results to the score sheet



# ACTIVITY: Working Styles Questionnaire

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## 1. When performing a job, it is most important to me to

- A  do it correctly, regardless of the time involved.
- B  set deadlines and get it done.
- C  work as a team, cooperatively with others.
- D  demonstrate my talents and enthusiasm.

## 2. The most enjoyable part of working on a job is

- A  the information you need to do it.
- B  the results you achieve when it's done.
- C  the people you meet or work with.
- D  seeing how the job contributes to progress.

# ACTIVITY: Working Styles Questionnaire

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## 3. When I have several ways to get a job done, I usually

- A  review the pros and cons of each way and choose.
- B  choose a way that I can begin to work immediately.
- C  discuss ways with others and choose the one most favored.
- D  review the ways and follow my “gut” sense about what will work the best.

## 4. In working on a long-term job, it is most important to me to

- A  understand and complete each step before going to the next step.
- B  seek a fast, efficient way to complete it.
- C  work on it with others in a team.
- D  keep the job stimulating and exciting.

# ACTIVITY: Working Styles Questionnaire

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## 5. I am willing to take a risky action if

- A  there are facts to support my action.
- B  it gets the job done.
- C  it will not hurt others' feelings.
- D  it feels right for the situation.

# ACTIVITY: Your Working Style Score Sheet

- Transfer answers from Working Styles Questionnaire onto scoring grid below by entering number you chose for each letter. Next, total columns and record answers in space provided.
- Your LOWEST score is your preferred or dominant working style. In the case of a tied score, you should pick working style you feel is most like you.

1.	A [ ]	B [ ]	C [ ]	D [ ]
2.	A [ ]	B [ ]	C [ ]	D [ ]
3.	A [ ]	B [ ]	C [ ]	D [ ]
4.	A [ ]	B [ ]	C [ ]	D [ ]
5.	A [ ]	B [ ]	C [ ]	D [ ]
<b>Totals</b>	<b>A [ ]</b>	<b>B [ ]</b>	<b>C [ ]</b>	<b>D [ ]</b>
	Analytical	Driver	Amiable	Expressive

# TOOL: Working Style Characteristics

A–Analytical	B–Driver
Cautious actions and decisions	Takes action and acts decisively
Likes organization and structure	Likes control
Dislikes involvement with others	Dislikes inaction
Asks many questions about specific details	Prefers maximum freedom to manage self and others
Prefers objective, task-oriented work environment	Cool and independent, competitive with others
Wants to be accurate and therefore relies too much on data collection	Low tolerance for feelings, attitudes and advice of others
Seeks security and self-actualization	Works quickly and efficiently by themselves

# TOOL: Working Style Characteristics

C–Amiable	D–Expressive
Slow at taking action and making decisions	Spontaneous actions and decisions, risk taker
Likes close, personal relationships	Not limited by tradition
Dislikes interpersonal conflict	Likes involvement
Supports and “actively” listens to others	Generates new and innovative ideas
Weak at goal setting and self-direction	Tends to dream and get others caught up in the dream
Demonstrates excellent ability to gain support from others	Jumps from one activity to another
Works slowly and cohesively with others	Works quickly and excitingly with others

# TOOL: Using Your Style with Other Styles

Your Style \ Other Style	Analytical	Driver	Amiable	Expressive
Analytical	Establish priority of tasks to be done. Commit to firm time frames for your work and stick to them.	Take a deep breath, relax and slow down. With analyticals, you need to demonstrate you have considered all or most options or outcomes before moving ahead.	Cut short the social hour and get right down to the specifics. The more information you have to support your position, the better.	Translate your vision into specific tasks or goals. Involve analyticals in research and developing the details of the plan of action.
Driver	Organize your work around major themes; prepare "executive summaries" with headings or bullets that state the conclusions first and supporting data and analysis second.	Remind each other of your similarities and your need to adopt qualities of the other styles.	Don't take anything personally. Getting results is what counts with drivers; be decisive and dynamic. Emphasize the bottom line.	Take time to think about what your vision really is; translate it into action steps with objectives and timelines.
Amiable	Start off on a personal note, gravitate to project specifics and expectations; emphasize the greater good of the project.	Spend time up front gaining trust and confidence; be inclusive. Be sure to be specific about deadlines, even when it seems obvious.	Laugh with each other about how important it is being relational. Then focus on what we really need to accomplish here and do it.	Tell them how important the team concept is to making your vision a reality. Give amiables the job of team building to make the dream come true.
Expressive	Jazz up your presentation; try to think of the BIG picture. Involve the expressive in developing the "vision" or marketing of the plan.	Be patient and try to work with a flip chart to harness creative spirits. Emphasize timelines and due dates. Build in flexibility to allow the free rein of creativity.	Engage the expressive with appreciation of their vision and creativity. Harness this energy to deal with pesky but important details only they can address.	Remind each other of your tendency to generate a lot of ideas without thinking through how to implement them.

# ACTIVITY: Working Styles Questions



What do others need to know about our style in order to effectively work with us?



What are our challenges in working with each of the other working styles?



We all have a few elements of all the styles. Do you think this is an advantage or disadvantage?



Why is it a good thing your team has people from all these different styles?



# Styles:



ANALYTIC



DRIVER



AMIABLE



EXPRESSIVE

# Governance Team Members

Name	Role	Style
Sam Davis	Vice President	
Mike Hutchinson	Board Director	
Clifford Thompson	Board Director	
Vancedric Williams	Board Director	
Jennifer Brouhard	Board Director-Elect	
Nick Resnick	Board Director-Elect	
Valarie Bachelor	Board Director-Elect	
Natalie Gallegos-Chavez	Student Board Director	
Linh Le	Student Board Director	
Dr. Kyra Johnson-Trammell	Superintendent	

# Governing Team Engagement Activity

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Working in pairs, cite a situation where your working styles can play out in the Board meeting setting. How would you see yourself adapting to each member's style?

PRESENTED BY DR. CARMELLA S. FRANCO, CONSULTANT

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# Ethical Leadership



**Important precursors to the establishment of an Effective Governance Relationship include the following:**

It must be reciprocal, and there are two facets to it.

- To be trusted
- To be trusting of others



## Those in Need of a Trusting Relationship Include

Members of the Board of Education

Superintendent

also...

The Superintendent and all administrators

All personnel

Parents

The community

# Building Trust

Often times, it takes baby steps – one at a time.

A major key to that...

Demonstrating at all times qualities that will evoke confidence and trust.



# Checkpoints in Building Trust

- If there is a violation of trust, address it immediately
- Relay concerns about trust not being built
- Continue building on the small steps







# The Moral Compass



# Ethical Governance



**“The organization  
can never be  
something the  
people are not.”**

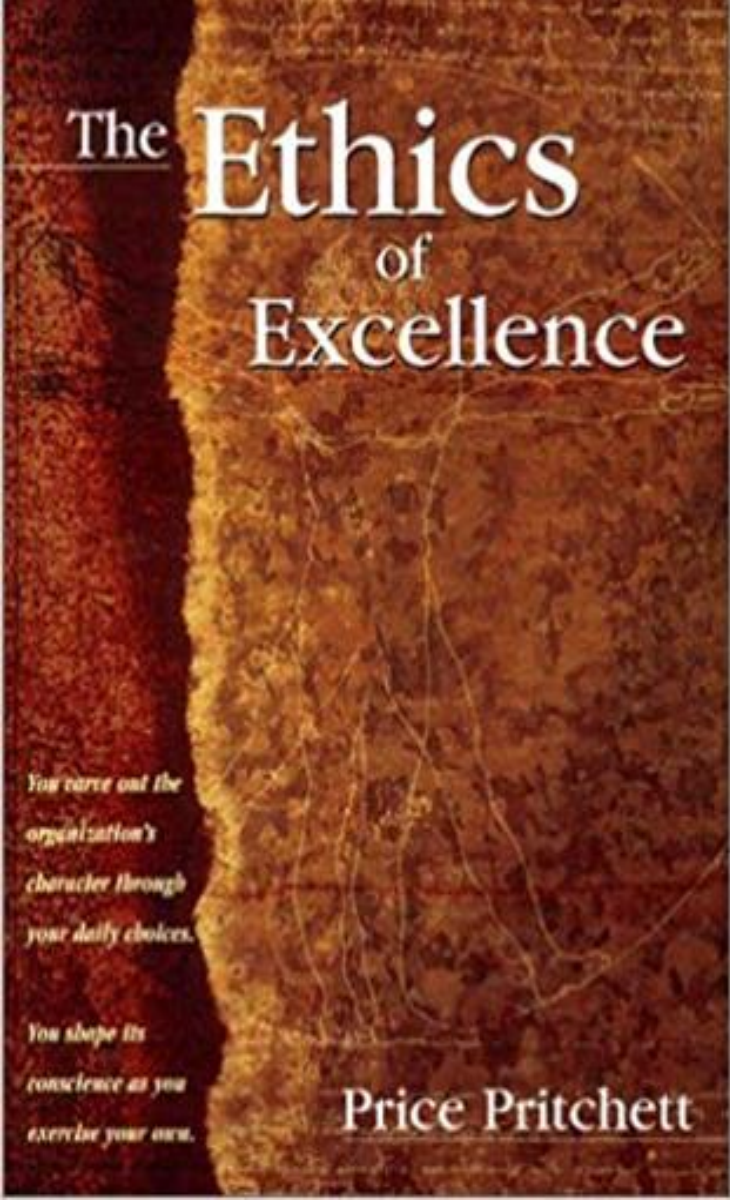
-Price Pritchett

**“Let *Right* be  
Done.”**

From the movie “The  
Winslow Boy”

# Oakland Protocol No. 2

“Every Board Member will exhibit behavior that is honorable, honest, and dedicated to the success of the students and staff of the district.”



The **Ethics**  
of  
**Excellence**

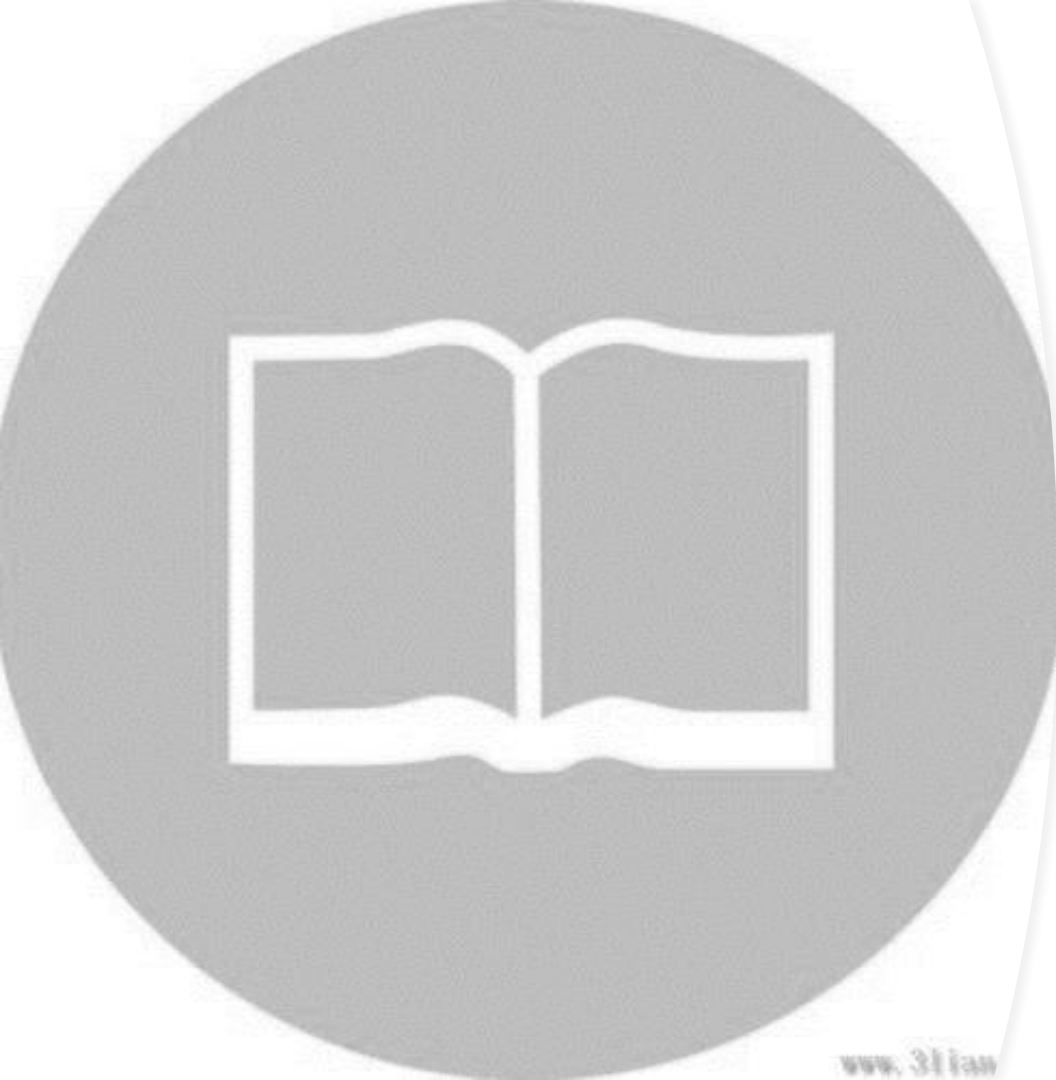
*You carve out the  
organization's  
character through  
your daily choices.*

*You shape its  
conscience as you  
exercise your own.*

**Price Pritchett**

“The Ethics of Excellence” book addresses Governance, Leadership, and Ethics.

It consists of 16 mini-chapters.



www.3iaw

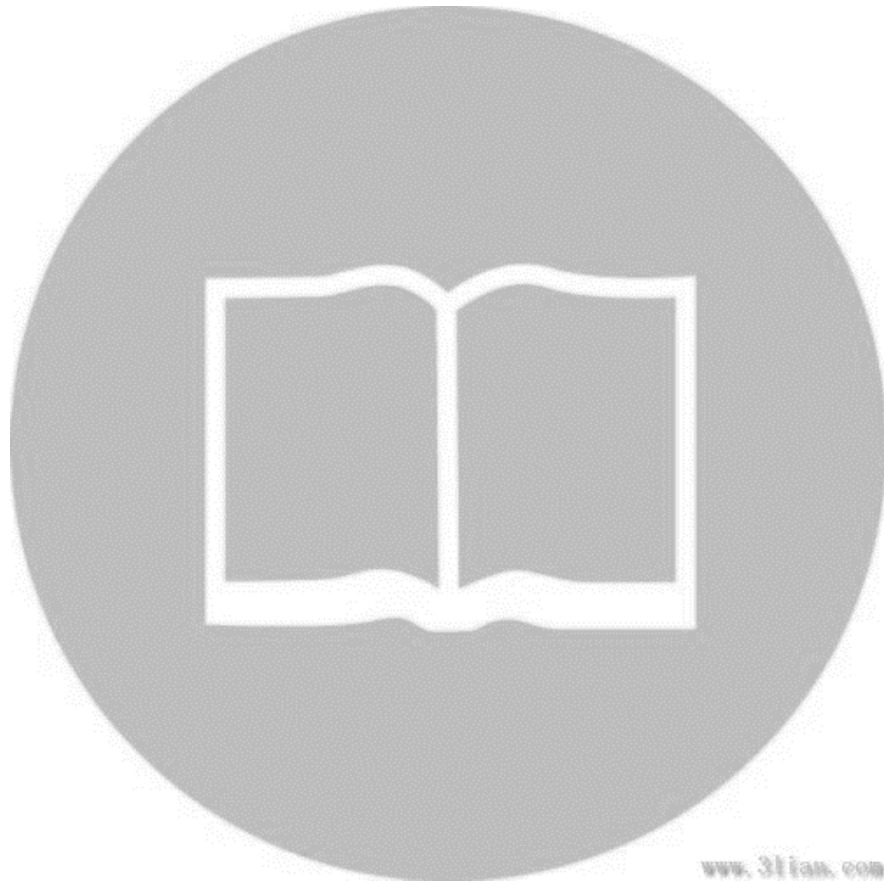
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## Team Engagement

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Sweat the Small Stuff  
(pages 17-18)

In reading this chapter, what resonates  
with you?



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## Team Engagement

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Now, pick out another chapter that interests you. Take a couple of minutes to discuss what resonated for you in the chapter with a colleague.



# Share Out

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# Board Governance

# Regular Meeting Agenda

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- Order of agenda set by Board Bylaw 9322
  - Any changes require amendment to BB 9322
- Agenda setting
  - President sets agenda after conferring with Board members, Superintendent, and staff
  - Consent agenda items (mostly contracts) are put forward by school sites and departments
  - New (non-consent) items put forward by senior staff based on legal requirements, upcoming decision points, strategic plan, Board member requests, public interest, etc.

# Board-Sponsored Legislation

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- Under BB 9322, Board members may introduce legislation - usually Board Policies/Bylaws (for ongoing actions) or Resolutions (for one-time actions)
- Suggested approach
  - Consult with CGO regarding vision and approach
  - Consult with appropriate staff
  - Draft language and share with CGO
  - Work with CGO to finalize language
  - CGO creates Board member and submits final version to be introduced as new legislative item

# Regular Meeting Agenda

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- Accessing agenda
  - Legistar (all items)
  - Share google folder (closed session items only)
- Expectations
  - Read agenda beforehand
  - Send in questions to Jody Talkington in advance
  - No surprises!
- Annotated agenda (attached) and Annotated Board Cover Memo (attached) will be used to explain flow and details

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# Annual Meeting Preparation

# Regular Meeting Agenda

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- Set regular meeting dates
  - Usually 2nd and 4th Wednesdays
  - No meetings in July
- Elect President and Vice President
- Ratified Board's assignments
  - Board votes it up or down (only Board President can make changes)

*Any changes to Board member preferences?*

# Board Members' Interests

	B&F	Charter	Facilities	Ed Partnerships	Audit	BSFTTF	CBOC	CAC	Measure G	Measure G1	Measure N	OAL	PSAC	ACSBA	CSBA	Policing	CGCS	RSA	Youth Ventures
Jennifer Brouhard	3rd	1st	4th	2nd	6th	7th	8th	3rd	1st	2nd	5th	9th	4th	2nd	1st	4th	5th	6th	3rd
Valerie Bachelor	3rd	4th	1st	2nd	4th	1st	8th	3rd	9th	7th	5th	6th	2nd	2nd	4th	5th	1st	3rd	6th
Sam Davis	2nd	4th	1st	3rd	5th	9th	2nd	7th	6th	3rd	1st	8th	4th	6th	5th	4th	1st	3rd	2nd
Nick Resnick	1st	4th	3rd	2nd	3rd	7th	6th	8th	2nd	1st	4th	9th	5th	6th	5th	2nd	1st	3rd	4th
Mike Huthcinson	1st	4th	3rd	2nd	8th	9th	2nd	7th	5th	4th	6th	1st	3rd	2nd	3rd	5th	6th	4th	1st
VanCedric William	1st	3rd	2nd	4th	1st	5th	8th	2nd	6th	9th	7th	4th	3rd	1st	3rd	2nd	6th	4th	5th
Clif Thompson	4th	2nd	1st	3rd	5th	7th	1st	6th	3rd	8th	2nd	4th	9th	3rd	1st	6th	2nd	5th	4th



# Public Comment

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# Quality Schools in Every Neighborhood!



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