

# **Board Composition and Expansion Policy**

## **Introduction**

This policy addresses the skills, competencies, and diversity intended for the VIBE Board of Directors as a whole. As policy, it is reviewed regularly for any necessary changes.

VIBE is dedicated to developing and maintaining a Board of Directors to effectively govern the International High School of New Orleans (IHS). The policy below addresses the characteristics identified as pertinent for the VIBE Board. VIBE seeks a board, which, as a group, provides a composite of necessary attributes and competencies and reflects diversity.

VIBE uses this policy to identify and recruit candidates for nomination to the Board. Through the adoption of this policy, the Board assures understanding, agreement, and commitment prior to nominating any candidate as a Director. VIBE uses this policy to assist with regular evaluation of the Board as a whole and the evaluation of individual Directors.

## **Qualities**

VIBE will look for the following attributes in every Director:

- Commitment to the mission and vision of the IHS.
- Availability and willingness to participate meaningfully in the governance process.
- Ability to engage in candid dialogue, ask difficult questions, agree to disagree, and work with colleagues to resolve differences.
- Knowledge of the IHS community.
- Ability to work well in a group.
- Comfort with diversity and transparency.
- Honesty, courtesy, creativity, open-mindedness, and initiative.

## **Skills / Competencies**

The VIBE Board is accountable for the success of IHS and, therefore, must collectively possess the wisdom, experience, and expertise to ensure the school's viability. The Governance Committee regularly conducts a skills inventory of the Board to determine what areas need to be targeted in board expansion. The committee also reviews the competencies listed below each year and may recommend revisions to the list due to changes in environment or the organization.

### **Key Competencies:**

Administration, Management, Entrepreneurship, Financial Management, Fundraising, Government, Legal, Marketing, Public Relations, Human Resources, Strategic Planning, Facilities, Real Estate, Prior Board Experience.

## **Diversity**

VIBE is committed to proactively seeking diversity on its Board. In addition to seeking Directors that possess the attributes and competencies to contribute effectively to the board, VIBE will search for candidates that reflect the diversity of the community and the student population that IHS serves.