

Gate City Charter School for the Arts Board Development Plan

Purpose

The purpose of this Board Development Plan is to strengthen the effectiveness of the Gate City Charter School for the Arts (GCCSA) Board of Trustees in fulfilling its legal, fiduciary, and mission-driven responsibilities. This plan outlines goals and strategies to ensure that Board members are well-prepared, engaged, and aligned with the school's vision of integrating the arts into all aspects of education.

1. Policy Making and Approval

Goal: Ensure the Board consistently develops and approves policies that align with state and federal standards while reflecting the unique arts-integrated mission of GCCSA.

Strategies:

- Provide annual Board training on state and federal charter school requirements.
- Establish a policy review calendar to ensure timely updates.
- Incorporate input from school leadership, staff, and families to ensure policies address both academic and social-emotional needs.
- Align policies with GCCSA's mission of promoting student success through arts integration.

2. Financial Oversight

Goal: Strengthen fiduciary oversight to maintain financial stability, transparency, and compliance with nonprofit regulations.

Strategies:

- Require all Board members to complete financial oversight training within their first year of service.
- Review monthly financial statements, budget updates, and audit results with the Director and Finance Committee.
- Establish benchmarks for enrollment and fundraising revenue to ensure sustainability.
- Create a process for ensuring transparency in financial decision-making, with reports shared publicly when possible.

3. Evaluation and Support of the Director

Goal: Develop a clear process for evaluating and supporting the Director to ensure strong school leadership and accountability.

Strategies:

- Conduct an annual Director evaluation based on clearly defined performance goals (academic outcomes, financial health, community engagement, and alignment with mission).
- Offer written feedback and set goals for the upcoming year.
Establish a mentorship/support committee to provide year-round guidance to the Director.
- Determine and issue Director contracts in accordance with evaluation results.

4. Community Representation

Goal: Increase the Board's visibility and advocacy within the community to strengthen enrollment, partnerships, and fundraising.

Strategies:

- Assign Board members to attend at least two school or community events per year as representatives of GCCSA.



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- Partner with local businesses, arts organizations, and nonprofits to expand opportunities for students.
- Collaborate with the Director and staff to create and implement an annual fundraising plan.
- Promote GCCSA's unique mission through Board participation in public forums, social media, and local events.

5. Accountability and Compliance

Goal: Ensure that the Board and the school are meeting all charter, legal, and regulatory obligations while fostering a culture of integrity and active participation.

Strategies:

- Conduct an annual self-assessment of Board performance.
- Maintain compliance with RSA 194-B, DOE regulations, and federal guidelines.
- Review and renew the charter with fidelity to GCCSA's mission and goals.
- Establish attendance and participation expectations for all Board members.

6. Implementation & Review

- Timeline: The plan will be reviewed annually each July, with progress discussed at the September Board meeting.
- Responsibility: The Governance Committee will oversee implementation, with input from the Director.
- Evaluation: Success will be measured through policy compliance, financial audits, Director evaluations, community partnerships, and Board self-assessments.