

Charter School Board Skills Gap Identification

Skill	Potential Key Area of Knowledge	Y/N
Governance/Leadership	Charter Governance, GVSU Authorizer relationship, Non-profit Governance	
Finance	Budget and Finance, Vendor Contracts, Audits	
Education	Academic Accountability, School Improvement, Equity & Student Access	
Marketing	Enrollment, Parent & Community Engagement, Crisis Communications	
Facilities	Real Estate, Lease, Expansion	
Legal	Michigan Education Law, Charter School Law	
Technology	Various Platforms, Technology Tools	
Other		

Recruiting Priorities

Recruiting Priorities	Ideas for where to start	Timeline
Example: Skill set analysis identified someone with finance is needed for the board	Board members neighbor is a CPA that works in Finance for a medium size company and is interested in giving back with the community	One board member will make contact and determine interest. If there is interest, the potential candidate will meet with the governance committee who will then bring a report or a recommendation back to the full board.

Where to Identify Potential Candidates

Industry Associations • Accounting and Law Firms • Professional Networks • Chamber of Commerce • Local Business Executives • Parent Leaders • Workforce Development Partners
• Retired Executives • Alumni Families • Community Foundations



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