

**DIVISION OF K-12
EDUCATION INNOVATION
AND SCHOLAR SUCCESS**

GRAND VALLEY STATE UNIVERSITY®

Charter School Board Skills Gap Identification

This document assists charter school board members in evaluating current skill gaps on the board and finding talent to recruit to the board.

Current Board Skills Assessment Grid

Skill	Potential Areas of Knowledge	Y/N
Governance/Leadership	- Charter governance - GVSU authorizer relationship - Non-profit governance	
Finance	- Budgeting - Vendor contracts - Audits	
Education	- Academic accountability - School improvement - Student access and equity	
Marketing	- Enrollment - Parent and community engagement	
Facilities	- Real estate - Leases - School expansions	
Legal	- Michigan education law - charter school law	
Other	- Technology - Crisis communications	

Recruiting Priorities based on Assessment (with example)

Priorities	Places to Start	Next Steps
Example: The analysis identified a need for someone with finance experience.	- Industry associations - Accounting and law firms - Professional networks - Chamber of Commerce - Local business leaders - Retired executives - School alumni - Community foundations	Board Member Smith has a neighbor who is a CPA and interested in community advancement. They will make contact and determine interest and potential fit.