



Board Development

434.295.9122
SouthernTeachers.com



SOUTHERN
TEACHERS
AGENCY

BOARD DEVELOPMENT

WHY BOARD DEVELOPMENT?

In her 2020 article “On My Mind: What Effective Board Work Looks Like,” Donna Orem, President of NAIS, wrote: “To ensure that schools are sustainable, trustees must wrestle with what is at the very heart of who they are (the mission) and how that mission is translated in light of the circumstances of tomorrow (the vision). Staying on the upside of both stability and change is tricky but doable with the right processes in place.” Effective boards strive to put those best processes and practices in place.

Research has shown that one essential best practice is regular board training and education. This is vital for board effectiveness and institutional development. Beyond a standard for most accrediting bodies, skilled training is critical for board members to effectively discharge their roles and responsibilities. The most successful boards make professional development a priority and schedule it on an annual basis, and not just for new members. The best training helps to build and integrate the knowledge of even highly experienced board members and ensures a shared vision of the board’s purpose.

WHAT TO EXPECT?

A well-planned and engaging half-day session targeted to the specific needs of a board will maximize board learning. This process includes:

Prior to Training Session:

- Conversation with the Board Chair and Head of School using the NAIS Principles of Good Practice: Boards of Trustees to identify the top areas to address in the training.
- Collection of specific school documents related to the top area identified in the conversation (e.g., recent board minutes, board handbook).
- Arrangement of logistics to best engage all members of the Board.
- Develop specific, brief case studies with the Director of Consulting to be used in Board training.

Training Session:

- Active engagement using a “case study” approach which addresses the top areas identified earlier.
- Debriefing on the cases studied to clarify common expectations and potential action steps for the Board.

After Training Session:

- Within two weeks, a summary of key points, emergent issues, and next steps will be created by the consultant(s) as a basis for a looking forward conversation with Board Chair and Head of School.

HOW TO GET STARTED

Requests for training can be made to Rod Chamberlain at Consulting@SouthernTeachers.com. This will initiate a conversation that will address any questions by the school administration about the training process.





MIKE WAYLETT

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EDUCATION

University of Virginia, Charlottesville, VA
M.Ed. in Administration and Supervision

**University of Virginia, Charlottesville, VA, &
James Madison University, Harrisonburg, VA**
Coursework in Business, Finance, and Mathematics

State University of New York College at Brockport, Brockport, NY
B.S. in Physical and Health Education

EXPERIENCE

Southern Teachers Agency
Financial Consultant 2020-present

Linden Hall, Lititz, PA
Head of School 2015-20

St. Anne's-Belfield School, Charlottesville, VA
Associate Head of School 1981-15
Associate Head of School for External Affairs
Assistant Head for External Affairs
Assistant to the Headmaster

HONORS AND PROFESSIONAL DEVELOPMENT

- Commissioner for Accreditation, Pennsylvania Association of Independent Schools (PAIS)
- Accreditation chair for PAIS
- Speaker, Virginia Association of Independent Schools (VAIS) workshops
- Contributing writer, VAIS Accreditation Manual
- Vice Chair of accreditation teams for five VAIS schools
- Past member, ASCD and NCTM
- Endowment Committee Chair and Finance Committee member, Aldersgate United Methodist Church
- Board of Directors and Finance Committee member, Camp Holiday Trails
- Board of Directors member, Tuckahoe School
- Albemarle County Reserve Deputy Sheriff





RICH GEHMAN

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EDUCATION

University of Massachusetts, Amherst, MA
M.Ed. in Educational Policy, Research, and Administration

Princeton University, Princeton, NJ
B.A. cum laude in Sociology, Near Eastern Studies

EXPERIENCE

Southern Teachers Agency
Florida Search Consultant 2020-present

UCCG, Beijing, China
Education Consultant & Founding Head of School 2017-20

Oak Hall School, Gainesville, FL
Headmaster 1993-17

The Savannah Country Day School, Savannah, GA
Upper School Principal 1989-93

St. Luke's School, New Canaan, CT
Assistant Headmaster 1981-89
Head of Upper School and Teacher

Marathon House, Dublin, NH
Vermont Intake, Outreach Coordinator 1980
Educational, Vocational Coordinator 1978-80

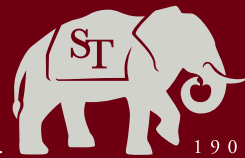
Sar Cheshmeh American International School, Rafsanjan, Iran
Teacher 1976-78

"Iranzamin" Tehran International School, Tehran, Iran
Teacher 1975-76

HONORS AND PROFESSIONAL DEVELOPMENT

- Florida Council of Independent Schools, Board of Directors, 1994-2011; President, 2005-2008; Executive Committee member; Accreditation Commission member
- Board of Directors, The Cornerstone School, Ocala, FL, 2011-2018
- Florida High School Athletic Association, Public Liaison Advisory Committee
- Gainesville Rotary Club, member and Chair of Speakers
- Princeton University Alumni Schools Committee





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