



Shared Accountability

An interdependent relationship where the head and board collectively uphold responsibilities, monitor performance, and ensure progress toward strategic targets

Head of School

- Reports school progress and pain points to the board
- Demonstrates measurable progress toward strategic priorities and organizational objectives
- Ensures compliance with accreditation standards and legal requirements

Board of Trustees

- Partners with the head to develop shared goals
- Monitors organizational health, progress towards strategic targets, and compliance with accreditation standards and legal requirements
- Evaluates head and itself on a consistent basis through the lens of governance competencies and shared goals



Key Questions

Which of the following key questions should be prioritized for deeper discussion within our board this year?

- How do we set and monitor annual goals for the board and head?
- What metrics do we use to assess organizational health?
- Are we conducting regular board and head evaluations?
- How do we ensure compliance with legal, fiduciary, and accreditation standards?
- How well do we own our collective responsibilities versus deferring to the head or committees?
- Do we have mechanisms for honest feedback and reflection?

Key Topics

Which of the following areas would benefit from further discussion to strengthen the governance competency of **shared accountability**?

- Board self-evaluation and continuous improvement
- Executive committee evaluation practices
- Head of school performance evaluation model
- Accreditation responsibilities and compliance oversight
- Legal and fiduciary duties (care, loyalty, obedience)
- Understanding and modeling fiduciary responsibilities
- Conflict of interest disclosures and policy enforcement
- Annual goal-setting process for board and head
- Role clarity in policy oversight vs. operational execution

