



Talent Cultivation

The process of recruiting and developing high-performing professionals that align with the school's mission, vision, and values

Head of School

- Recruits and retains a high performing and mission-driven faculty and staff with the expertise and diversity of skillsets & backgrounds
- Cultivates a culture of continuous learning, where knowledge and skills are developed across all levels of the school community
- Orients team to improve programs, adapt to changes, and advance strategic priorities

Board of Trustees

- Recruits and retains high performing and mission-driven trustees with the expertise and diversity of skillsets & backgrounds necessary
- Provides on-going leadership development of trustees that align with mission, strategic priorities, and ethical governance practices
- Prioritizes the development of head through coaching and mentorship



Key Questions

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

- Are we recruiting trustees with the right mix of skills, backgrounds, and perspectives?
- How do we onboard, mentor, and develop new trustees?
- Do trustees have opportunities for governance training and leadership development?
- How are we supporting the head's professional growth and performance?
- Are we investing in leadership development at all levels of the school?
- How does our board culture reflect continuous learning?

Key Topics

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

- Board composition: skillsets, diversity, and strategic needs
- Recruitment, onboarding, and offboarding practices for trustees
- Ongoing trustee education and governance training
- Head of school evaluation and professional development
- Succession planning (board chair, committee chairs, head)
- Cultivating leadership within the board (e.g., pipeline for chair)
- Role of board in senior leadership team support and retention
- Assessment of board culture and trustee engagement
- Use of self-assessments or 360 feedback

