

Can I provide feedback to the Board of Trustees?

Yes. Simply fill out the contact form on this page, and it will be shared with the entire Board. The Board always welcomes comments, questions, or concerns and appreciates constructive feedback. Our goal in inviting feedback is to stay abreast of how constituents feel about the school. However, we wish to emphasize that we are not inviting constituents to ask the Board for direct intervention in school matters that are more appropriately addressed by school administrators.

What is the role of the Board of Trustees at Charles Wright Academy?

The Board of Trustees is responsible for overseeing the strategic direction, financial health, and overall governance of the academy. They set policies, approve budgets, and ensure the school's mission and vision are being met.

How are Board members selected?

Board members are nominated by the Governance Committee and elected by the current Board members. They are chosen based on their expertise, temperament, commitment to the school, and ability to contribute to its governance. Typically, a person is first asked to serve on a committee before joining the Board. If a candidate has prior non-profit board experience, he or she may be considered for trusteeship without first serving on a committee. Committee assignments are typically made during the summer months for the next school year. Anyone interested in volunteering their time to help the school may contact us via the form below.

How long do Board members serve?

Trustees serve up to three-year terms, allowing for onboarding, contribution, and leadership continuity.

Does the Board manage the day-to-day operations of the school?

No, the day-to-day operations and decisions are managed by the Head of School and the Senior Leadership and Management team. The Board provides oversight and ensures that the school's leadership aligns with the strategic goals and policies set by the Board.

What constitutes an 'issue of importance' that the Board addresses?

Issues of importance typically include strategic planning, financial oversight, organizational policy development, major capital projects, and ensuring the school's adherence to its mission and values. These are significant matters that impact the long-term sustainability and success of the school.

How does the Board ensure financial stability and accountability?

The Board approves the annual budget, monitors financial statements, ensures proper internal controls, and engages in regular audits. They also oversee institutional fundraising and resource allocation to align with the school's priorities and goals.

What is the Board's role in hiring the Head of School?

The Board is responsible for the hiring, oversight and evaluation, and replacing, when necessary, the Head of School. This includes conducting a thorough search and selection process and providing ongoing support, goal-setting, and annual evaluation during the Head's term. The Head of School is the only employee that the Board oversees.

Does the Board get involved in other employment or HR issues?

The Board sets institutional policies and ensures compliance with employment laws, but does not get involved in individual employment issues unless they pertain to the Head of School.

How does the Board handle conflicts of interest?

Board members must disclose any potential conflicts of interest and recuse themselves from decisions where there is a conflict. The Board follows a Conflict of Interest policy to ensure decisions are made in the best interest of the school.

How does the Board interact with parents and the broader school community?

The Board maintains open lines of communication with parents and the school community through regular updates and participation in school events. They also gather feedback periodically to inform their decisions.

What is the process for addressing grievances or concerns brought to the Board?

Operational concerns should first be directed to Division Heads or other members of the Senior Leadership and Management team, including the Head of School. If unresolved and relevant to the scope of work that the Board provides, they can be escalated to the Board. The Board will then review and address them according to established policies and procedures. Grievances or concerns pertaining to the Head of School can be brought directly to the Board via the contact form on this page.

How does the Board ensure it remains effective and accountable?

The Board engages in regular self-evaluation, ongoing training, and development. They also welcome external feedback and adhere to best practices in independent school governance.

What role does the Board play in strategic planning?

The Board is deeply involved in the strategic planning process, setting long-term goals, and ensuring that the school's mission and vision are central to all planning efforts. They collaborate with the Head of School and other stakeholders to develop and implement the strategic plan.

How does the Board support the school's fundraising efforts?

The Board plays a crucial role in fundraising by leveraging their networks, participating in campaigns, and ensuring that fundraising aligns with the school's strategic priorities. They also oversee the development of fundraising strategies and policies.

How does the Board ensure compliance with legal and regulatory requirements?

The Board ensures compliance by staying informed about relevant laws and regulations, consulting with legal counsel as needed, and implementing policies and procedures that promote legal and regulatory adherence.

What are the Board's fiduciary duties?

Board members must act in the best interest of the school, adhering to the duties of care, loyalty, and obedience. This involves attending meetings, reviewing financial statements, and making informed decisions.

How does the Board oversee financial management?

The Board's financial oversight includes approving budgets, assessing income streams, establishing proper financial controls, and ensuring the long-term financial stability of the school.

What is the Board's involvement in policy development?

The Board is involved in policy development by setting and reviewing institutional and organizational policies that guide the school's operations, ensuring they align with the school's mission and regulatory requirements.

What is the relationship between the Board of Trustees and the Head of School?

The Head of School is the Board's sole employee and reports directly to the Board of Trustees. The Head of School regularly provides updates to the Board Chair, the Executive Committee, and the Board as a whole.

Are Trustees required to be parents of CWA students?

No. A Trustee can be anyone, but is often someone with a direct affiliation with the school or a connection to independent school governance and operations. The Board is currently made up of current parents, alumni, and parents of alumni.

Are Trustees compensated for their service on the Board?

No. Trustees serve as volunteers who receive no compensation for their board service. Furthermore, Trustees who are parents of CWA students do not receive discounted tuition for serving on the Board.

Can the Board discuss why someone is no longer working at CWA?

No. For legal and privacy reasons, the Board cannot comment on former employees.

How does the Board evaluate the performance of the Head of School?

A formal review of the Head of School takes place annually. The Head of School Evaluation and Compensation Committee surveys all Trustees and meets with the Head of School to review the results of the survey. The Head of School is evaluated based on the goals committed to at the beginning of the year and their effectiveness in achieving success across these stated objectives.