



Roles & Responsibility
Governance Strengthening Exercise
Board Profile

According to *The Elements of a High Functioning Public Charter School Board* by the NC Department of Public Instruction/Office of Charter Schools, “Diversity is the hallmark of an effective charter school board. Effective boards benefit from having members with varied expertise in areas such as education, human resource management, personnel management, finance, law, facility management, marketing, strategic planning, or fundraising. The board should also demonstrate diversity in the members’ age, perspective, ethnicity, gender and socioeconomic background. An additional benefit is the recruitment of individuals with connections to the community, local businesses, and political leaders.”

The three initial founding board members of Envision Science Academy (ESA) strategically recruited other board members for their personal and professional experiences, expertise, perspectives and contacts. Gender, ethnicity, and age were also pertinent recruitment factors. Ultimately, the members were selected based on their firm commitment to the mission, vision, and objectives of Envision Science Academy. Furthermore, ESA believes that a diverse board may attract a diverse pool of administrators/teachers and student applicants.

The attached Board Profile indicates a high level of diversity among the current ESA board of directors. Below is a summary of the profile:

- 6 females and 3 males
- Ages range from 30’s to 50’s
- Wide range of race/ethnicities
- Residents from three counties
- 6 parents of K-12 students
- Numerous connections to academic, community and business leaders
- All relevant skill sets present

The diversity of the board could be improved even further by recruiting members with the following backgrounds:

- Native American
- Franklin County resident
- Age 60+

According to the Bylaws, ESA has the capacity to have up to 11 board members. As ESA adds new board members or as existing members rotate off the board, recruitment efforts will focus on further enhancement of board diversity while paying particular attention to the gaps. These gaps could be filled by recruiting leaders from local organizations such as the Triangle Native American Society, Triangle North Franklin, various Chambers of Commerce, etc.

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Board Member		1	2	3	4	5	6	7	8	9
Gender	Female	X		X	X		X	X		X
	Male		X			X			X	
Age	20-39					X	X			
	40-59	X	X	X	X			X	X	X
	60+									
Race/Ethnicity	African American	X	X		X			X		X
	Asian	X					X			
	Caucasian			X		X			X	
	Hispanic					X				
	Native American									
Location	Franklin County									
	Granville County									X
	Vance County							X		
	Wake County	X	X	X	X	X	X		X	
Connections	Business/Corporate	X	X	X	X	X	X	X	X	X
	Community/Political	X	X	X	X	X	X	X	X	X
	Academic	X	X		X	X	X	X		X
	Parent of K-12 Children	X	X		X	X	X			X
Skills	Bilingual	X					X			
	Education							X		
	Finance	X							X	
	Fundraising		X							
	Human Resources			X						
	Legal					X				
	Marketing	X	X							
	STEM	X	X		X		X			X