



Board Governance Committee

Item Number 5 – Open Session

Subject: Progress Update on Revisions to the Board Education Program

Presenter(s): Amy McDuffee, Mosaic Governance Advisors, LLC

Item Type: Information

Date & Time: March 7, 2024 – 15 minutes

Attachment(s): None

PowerPoint(s): Progress Updates to Revisions to the CalSTRS Board Education Program

PURPOSE

The purpose of this item is to communicate the enhancements made to the CalSTRS board education program based on the Board Governance Committee's (Committee) September 2023 feedback.

RECOMMENDATION

Mosaic Governance Advisors, LLC (Mosaic) and staff recommend that the Committee provide direction on any additional work to be undertaken to finalize this round of updates to the CalSTRS board education program.

EXECUTIVE SUMMARY

The Committee, as outlined in its Charter, oversees the CalSTRS board education program. With periodic reviews and best practices integration, CalSTRS has consistently enhanced the program. The landscape of board education shifted since the last review in 2019. In September 2023, the Committee, with guidance from Mosaic, assessed the board education program. It was found to still align with best practices. Committee members provided suggestions to make the program more tailored, practical, and relevant. Following this, Mosaic collaborated with CalSTRS Chief Executive Officer, Cassandra Lichnock, to implement Committee feedback, updating the curriculum and educational opportunities. Today, we seek Committee feedback on these updates and will present plans for the virtual content library, aiming for implementation in Spring 2024.

BACKGROUND

The CalSTRS board education program includes the major components of onboarding, ongoing education, a comprehensive curriculum, personalized self-assessment tools, and timely internal and external education opportunities that align with the curriculum, among others. CalSTRS has consistently improved the program by conducting periodic reviews and incorporating best practices.

The Committee last reviewed the board education program in 2019 before the pandemic. Since then, the external landscape of board education has transformed. Given the importance of ongoing education for the effective fulfillment of board duties, the Committee reviewed the CalSTRS program in September 2023. Mosaic provided information on best practices and gathered the Committee’s feedback. While it was demonstrated that CalSTRS’ program continues to align with best practices, Committee members provided suggestions to make the program more tailored, practical, and relevant. The suggestions included refreshing and leveling the curriculum to align with years of service, providing more and better board communications to drive awareness of external board education opportunities, increasing the availability of peer-to-peer interactions consistent with the requirements of open meetings laws, and designing a virtual content library to support self-paced learning.

After the September 2023 Committee meeting, Mosaic worked with Ms. Lichnock to implement the Committee’s direction. In December 2023, Ms. Lichnock circulated to the board via email a refreshed, leveled curriculum and catalogue of educational opportunities for 2024. Mosaic subsequently worked with Ms. Lichnock to frame a blueprint for the board’s virtual content library experience. Today, information on the actions implemented and updates made to the education program is being provided to the Committee. We will present the blueprint for the virtual content library and seek Committee input and direction.

Strategic Plan Linkage: N/A.

Board Policy Linkage:

- CalSTRS Board Governance Manual: Section 2. Board Governance - (D.1.d.) Board Member Responsibilities. Education.
- CalSTRS Board Governance Manual: Section 2. Board Governance - (D.2.) Board Member Responsibilities. Education Policy.
- CalSTRS Board Governance Manual: Section 3. Committee Charters – Teachers’ Retirement Board, Board Governance Committee Charter.