Personal Board of Directors
TFA CM/Alumni Edition
You’ll leave this session with...

• Rationale for building and maintaining your Personal Board of Directors.

• Strategies for identifying and building your board.

• Suggestions for when to leverage and lean on your board.

• Guidance on maintaining your board.
What is a Personal Board of Directors?

*A group of individuals you assemble in your mind for the purpose of navigating your career and life in general.*
Diversity of Thought
Unfiltered Opinions & Trust
Advocates & Supporters
Access to Networks
Feedback
Accountability
References and Referrals
Guidance
When to Leverage your Personal Board?

- Resume/Cover Letter Feedback
- Interview Prep
- Networking

- Career & Goals Exploration
- Strengths/Gaps Analysis

Offer Negotiation
Who is on your board?

<table>
<thead>
<tr>
<th>STRATEGIC</th>
<th>LESS STRATEGIC</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current or former colleagues</td>
<td>Family Member or Partner</td>
</tr>
<tr>
<td>College mentors</td>
<td>Current Manager</td>
</tr>
<tr>
<td>Former managers/coach</td>
<td>Someone with zero context of your industry</td>
</tr>
<tr>
<td>Acquaintance with industry expertise</td>
<td></td>
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<tr>
<td>Peers/friends with expertise</td>
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Building your board

1. Begin identifying your goals, strengths, & gaps
2. Make a List of Potential Board Members
3. Reach out – coffee, phone chat, email exchange, etc.
# Building your board prep work

## Goals/Strengths/Gaps

**Goals**: become an assistant principal or instructional coach in the next 1-2 years.

**Strengths**: great student outcomes, well-respected by colleagues, I get great feedback from my principal, getting my masters in Education this year.

**Gaps**: I haven’t interviewed for a job since the corps. I haven’t taken on any leadership roles on my campus (though I have some via TFA).

## Potential Board Members

- My MTLD
- My Assistant Principal from last year who is at a new school
- One of my friends from the corps who is a first year Dean at a charter school
- Faculty advisor for Student Government for reviewing my resume
- The TFA alumni director in my region
Outreach Best Practices

❖ Communicate your goals

❖ Make a personal request: a specific ask and WHY you’re specifically reaching out to them

❖ Provide next step which is easy to act upon (connecting by phone, meeting up in-person)

Dear [name],

I’m writing to you to share a professional update - I’ve decided to seriously explore moving into school leadership roles within the next year. I plan on starting to apply for roles in the next few months, likely within my district and with other schools and organizations.

You’ve always been someone in my life who I could count on for honest feedback, and who’s been a great thought partner about other big professional moves and decisions. As I explore this new professional opportunity, I was hoping you’d be open to [insert ways they can help - reviewing my resume, processing different opportunities with me, helping me reflect on my value proposition, or connecting me with school leaders and district personnel in your network].

Would you be up for connecting in the next few weeks over dinner/zoom to catch up on life and talk through some next steps I’m planning?
Maintaining and/or evolving your board
Next Steps

- Reflect on your career goals, and your strengths and perceived gaps in positioning yourself to achieve your goal.

- Make a list: who in my life can provide me with great feedback, networks, support, or a different perspective when it comes to meeting this goal?

- Reach out