

Board Policy Development for the Changing Workplace

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PRESENTATION GOALS

- Identify key reasons why policy development holds value.
- Identify emerging trends and key areas.
- Discuss implementation strategies.
- Understand the emerging trends in developing board policies in the ever changing workplace.



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What this presentation won't be....

A LECTURE....

- In other words, give us your best & be an active participant...
- If we are all lucky, we will have learned something new today to take back to our offices and associations!



POLICY DEVELOPMENT

- Policies serve as guidelines and frameworks that shape and regulate behavior, decision making processes, and the allocation of resources.
- Here are some key reasons why policy development holds significant value:



Direction and Vision

- Policies provide a clear direction and vision for an association. They spell out goals, objectives, and desired outcomes, ensuring that actions and decisions align with a specific purpose and long-term strategy.
- In short, Policies act as a roadmap, guiding individuals and organizations toward a common vision.



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GOVERNANCE AND REGULATION

- Policies establish rules & regulations that govern behaviors. They set standards and guidelines for compliance, ethics, and accountability.
- By defining acceptable practices and behaviors, policies help maintain order, fairness, and transparency within our associations.



Decision Making & Consistency

- Policies provide a framework for decision making. They outline principles, procedures, and criteria that guide the evaluation and selection of options.
- Policies ensure that decisions are made consistently and objectively, reducing the risk of arbitrary or biased decision making.



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ALLOCATION OF RESOURCES

- Policies play a crucial role in allocating resources efficiently and effectively - Prioritizing investments, balancing budgets, and resource distribution.
- Policies ensure that resources are utilized in a manner that maximizes their impact and benefits.



RISK MANAGEMENT

- Policies aid in risk management identifying potential risks, vulnerabilities, and threats. They establish protocols and procedures for risk assessment, mitigation, and response.
- By addressing risks proactively, policies help minimize negative impacts and protect individuals, organizations, and society as a whole.



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LEGAL COMPLIANCE

- Policies help to ensure compliance with legal requirements and regulatory frameworks.
- Policies help associations meet their legal obligations and avoid potential penalties or liabilities.



POLICY FLEXIBILITY

- Policies need to be flexible to address changing circumstances, emerging issues, and evolving needs.
- Policies should be regularly reviewed and revised to reflect new knowledge, emerging trends, and stakeholder feedback.
- Policy development processes should allow for continuous improvement and adaptation.



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CONDUCT / ETHICS

- Develop policies that promote ethical behavior and professional conduct in the workplace.
- Address issues such as conflicts of interest, whistleblowing procedures, and standards of integrity.
- Ensure compliance with legal and regulatory requirements.



**Some recent
Policy trends in
our athletic
association
offices:**



WORKING REMOTELY

- Hourly vs. Salary - Accountability
- Performance Management
- Cyber Security
- Appropriate Use
- Work Balance



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IMPLEMENTING DIVERSITY, EQUITY, & INCLUSION (DEI)

- Creating a Culture of Respect
- Equal Opportunities
- Removing Bias in Recruitment,
Hiring, Promotions



TECHNOLOGY

- As technology continues to advance, policies should address the responsible use of technology resources, data privacy, and security measures.
- Consider policies regarding the appropriate use of company - owned devices, data protection protocols.
- Establish guidelines for employee use of social media and online platforms.



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VIRTUAL MEETINGS

- Considerations for Virtual vs. In - Person
- Equity of Access
- Emergency Meetings
- Travel/Logistics



SOCIAL RESPONSIBILITIES

- Promoting social responsibility
- What initiatives does your association PROUDLY SUPPORT!?!
 - Does your association engage in community initiatives?
 - Initiatives to reduce environmental impact



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TEST YOUR KNOWLEDGE...

Open your phone QR scanner and click on the code below to test your knowledge and skill on some key areas to focus on when developing board policies to address the changing workplace



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Questions or Comments?



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Thank You!

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