

Governance Review Plan

Phase	Objectives	Action Steps	Timeline
1. Develop Vision, Outcomes, and Performance Indicators	<ul style="list-style-type: none"> • Define success – what are the attributes of good association governance? <ul style="list-style-type: none"> ○ Culture of Knowledge, Trust, and Nimbleness • Establish common definitions <ul style="list-style-type: none"> ○ Association governance = structure, process, and culture • Confirm scope of review • Ensure transparency • Raise awareness to build consensus 	<ul style="list-style-type: none"> • Review authoritative literature on association governance • Define vision, outcomes, and performance indicators • Develop plan for governance review • Engage in discussion with Board and leadership on vision, outcomes, and definitions • Report on plan to Board and leadership • Inform membership through TESOL media 	September 2012 – March 2013
2. Conduct Research and Analysis	<ul style="list-style-type: none"> • Conduct research and objective analysis of TESOL governance • Create opportunities for stakeholder input • Ensure transparency • Raise awareness to build consensus 	<ul style="list-style-type: none"> • Develop data collection tools <ul style="list-style-type: none"> ○ Surveys ○ Focus groups ○ Interviews • Research governance in other associations • Collect data and compare results with vision, outcomes, and performance indicators • Report findings to Board and leadership • Inform membership through TESOL media 	April – October 2013
3. Design Recommendations	<ul style="list-style-type: none"> • Develop improvements to governance to support vision and outcomes • Ensure transparency • Raise awareness to build consensus 	<ul style="list-style-type: none"> • Identify what aspects of governance require change <ul style="list-style-type: none"> ○ Structure ○ Process ○ Culture • Design new governance model • Develop implementation plan • Report results to Board and leadership • Inform membership through TESOL media 	November 2013 – March 2014
4. Approve and Implement Recommendations			

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18 February 2013