



# Leaving the Board stronger than you found it

Stewardship and continuity in election years

March 20, 2026

# What happens when continuity fails?

- No context
- No clarity
- No roadmap

# What I inherited

- A “strategic plan” that was really a task list
- No report of progress
- No records
- No actual handoff
- Responsibility without information

# The impacts of failed continuity

- We lost all context and background
- Time slowed; the organization lost momentum
- We drifted into operations
- Power dynamics shifted between staff and the Board

In public education, the stakes are higher

# Continuity matters

# Momentum matters

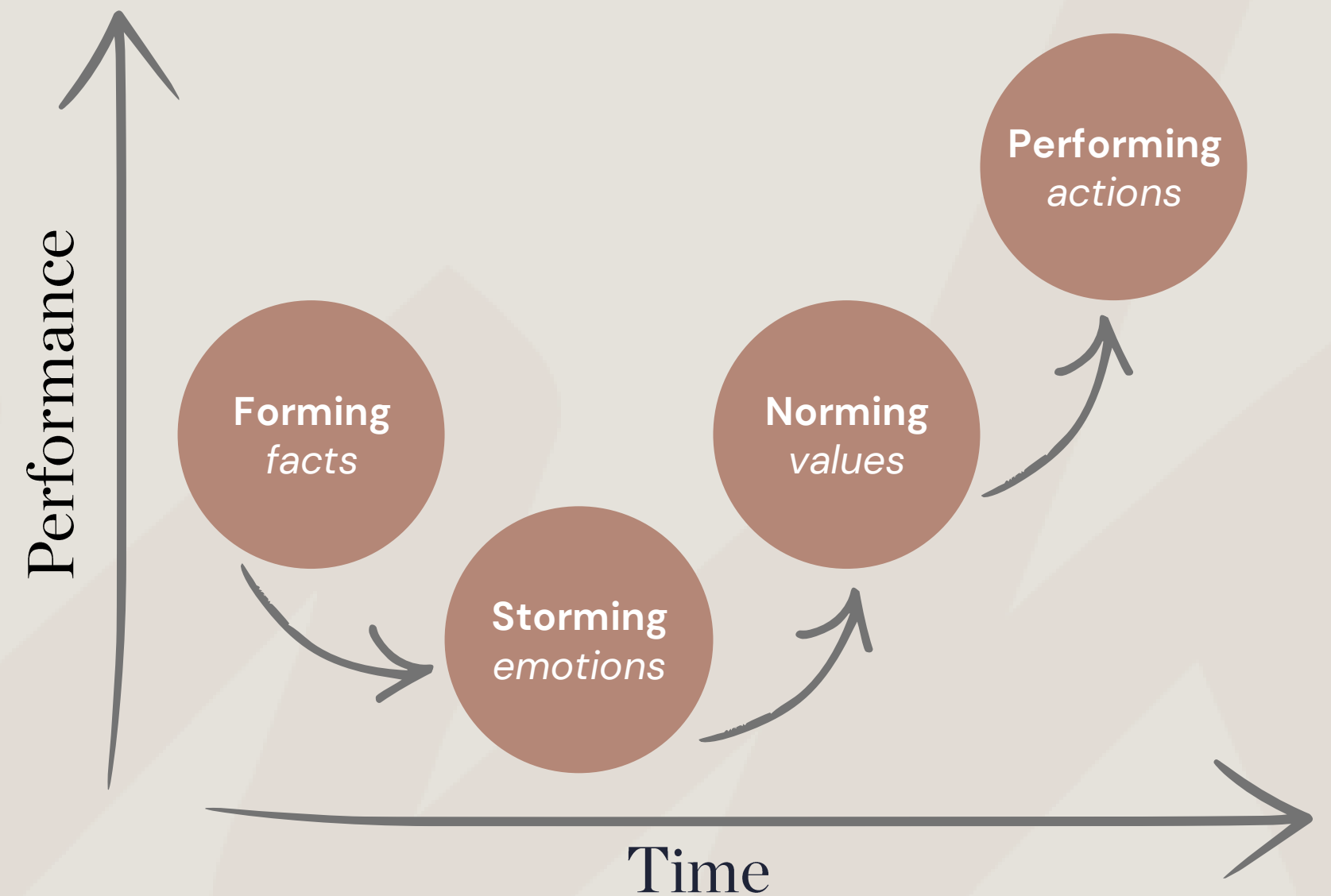
# Public trust matters

Especially now

*zmk*

# When one Trustee changes, the Board changes

- New personalities
- New relationships
- New personal priorities
- New pace
- New culture



Source: Bruce Tuckman's Theory of Group Development

# Governance transitions are like Olympic relays

Whether you remain on the team or cheer from the stands, your job is to pass the baton so the next Board can build top of your momentum.



*Credit: CBC February 18, 2025*

The peaceful transition of power is a  
hallmark of a healthy democracy

What Cabinet Office does for MLAs,  
you can do for the next Board

Democracy works best when new leaders  
can get up to speed quickly

As a Trustee, there are many things you cannot control (including who gets elected)

Good governance means creating the conditions for the change you want to see

An important part of that is setting up the  
next Board to be successful

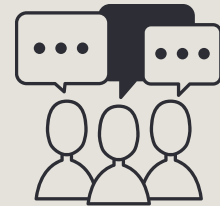
# Framework for Board Transition

What the next Board needs to be effective

# Board Transition Framework



Historical  
Context



Key  
Decisions



Work in  
Progress



Interim  
Priorities

# What changed during your term?

- Context
- Policy evolution
- Governance shifts
- Major decisions

# What still needs continuity?

- Initiatives underway
- Unfinished work that matters
- Relationships and key contacts
- Risks if momentum is lost

# What should the next Board know?

For each priority initiative:

- Why it matters
- Who is involved
- What remains to be done
- What to watch for

# Interim priorities are NOT about control

- They are not binding
- They should not be operational
- They are meant to protect momentum

# Table Discussion

How does this connect to your work?

# Discussion Questions

- What are you most proud of during your time as a Trustee?
- What current work would be at risk if no one explained it?
- What does the next Board need to know?

# Steps for Good Stewardship

What you can do to ensure your hard work continues

# Don't delay: start the conversation now

- April - June is your best window to complete the work
- July - August is a time where it's difficult to gather
- September - October will bring a focus on campaigning

# Done is better than perfect

- A conversation is a start
- A Word document is enough
- Progress beats perfection
- Something is better than nothing

You cannot control who gets elected to  
the next Board

You can only control what they inherit



# Closing Reflections

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