

West Virginia School Board Association Orientation '26



June 12 – 13, 2026

Canaan Valley Resort & Conference Center

AGENDA

Friday, June 12, 2026

Call to Order/Opening of Conference

9:00 a.m. Welcome / Preliminaries

First General Session

9:15 a.m. “Forming, Storming, Norming, Performing: Becoming an Effective County Board of Education Through Development of an Architectural Framework that Invests in Individual Member Contributions to Enhance Corporate Board Performance”

Presented by Howard M. O’Cull, EdD., West Virginia School Board Association Executive Director

Using Tuckman’s “Ladder Model of Group Development,” as structured for County Board of Education Visioning, Decision-making, Monitoring and Oversight while drawing upon several resources, Dr. O’Cull will facilitate a discussion of how county boards of education can be effective in their role as statutory educational governors at the school district level.

The presentation is divided in several segments wherein, following Dr. O’Cull’s introductory comments, a panel of veteran county boards of education members, county superintendents and other respondents will respond to Tuckman’s work as the panelists interpret such and its applicability to county board of education service.

Upon completion of Dr. O’Cull presentation, West Virginia Department of Education External Operations personnel are invited to discuss WVDE considerations that may impinge upon effective county board effectiveness within the Tuckman model.

This aspect of the session concludes with a Q&A format followed by participants engaging in as presented by Dr. O’Cull.

11:45 a.m. Session Adjourns (Includes breaks)

Lunch Provided by the West Virginia School Board Association (12:00-1:00)

Second General Session

1:00 p.m. The Buck Stops Here: County Board of Education Fiduciary Responsibilities

Presented by Uriah Cummings, West Virginia Department of Education School Financial Officer with input from Bowles Rice attorneys having participated in seven West Virginia Board of Education-approved regional trainings as well as 2025 WVSBA trainings relating to local board fiduciary responsibilities and J. P. Mowery, Treasurer, Chief Financial Officer, Pendleton County Schools.

The comprehensive session includes a review of documents that will be developed to enhance county board efficacy in ensuring school district fiscal soundness.

The session proceeds with table groups working through case studies and problems relating to fiduciary responsibilities.

The session includes with a “The True Colors assessment,” a personality profiling system that categorizes human temperament into four colors – orange (action), gold (structure), blue (empathy), and green (logic) to improve communication, teamwork, and self-awareness. Developed in 1978 by Don Lowry based on Myers-Briggs/Keirse theories, it is widely used in organizations and education to identify personal strengths and behavioral motivations.

The session adjourns with a Q&A session.

3:15 p.m. Session Adjourns

Third General Session

3:45 p.m. “How Not to Be a Terrible School Board Member: Lessons for Administrators and Board Members”

Presented by Richard E. Mayer, PhD, author “How Not to Be a Terrible School Board Member” **(Invited)**

5:15 p.m. Session Adjourns

Dinner Provided by the West Virginia School Board Association (6:00 p.m. 7:30 p.m.)

Note: Series of Greetings

The following state-level officials are invited to provide greetings during the dinner segment, Including In Person, by Virtual Means or Via Recorded Messages

- Paul Hardesty, West Virginia Board of Education President

- Michele Blatt, State Superintendent of Schools
- Amy N. Grady (R-Mason), Chair Senate Education Committee
- Joe Statler (R-Monongalia), Chair House of Delegates Committee on Education

Fourth General Session

7:45 p.m. Now that (we're) here, where (are we)?

Discussion Cohorts:

Group A - Co-Facilitators

Berkeley	Cabell	
Fayette	Greenbrier	
Harrison	Jefferson	
Kanawha	Logan	
Marion	Monongalia	
Ohio	Putnam	
Raleigh	Wayne	<i>Participant Total</i>

Group B - Co-Facilitators

Barbour	Boone	
Hampshire	Hancock	
Lewis	Lincoln	
Mason	McDowell	
Mingo	Mineral	
Morgan	Nicholas	
Preston	Randolph	
Upshur	Wyoming	<i>Participant Total</i>

Group C - Co-Facilitators

Braxton	Clay	
Doddridge	Gilmer	
Grant	Hardy	
Monroe	Pendleton	
Pleasants	Pocahontas	
Ritchie	Taylor	
Tyler	Wetzel	<i>Participant Total</i>

Description: This training session serves both as a debriefing session as well as input from experienced county board members co-facilitators whose insights provide historical and experiential contexts for county board application of content presented during earlier sessions

8:45 Sessions Adjourns

Saturday, June 13, 2026

Buffet Breakfast Provided by the West Virginia School Board Association (7:00-8:00)

Fifth General Session

8:00 a.m. County Board of Education Basics of Navigating West Virginia Constitution, Law and state Board of Education Rules

Description: Presented by members of the Bowles Rice Education team, this training provides a broad overview of the constitutional, statutory and WVBE Rules frameworks within which West Virginia county boards of education operate.

(Includes Break)

The training concludes with a Q&A segment.

9:45 a. m. Session Adjourns

Sixth General Session

10:00 a.m. Embracing Responsible, Accountable Flexibility Embedded in Law and State Board Rule to Achieve I School District Effectiveness that Optimizes School District Student Academic Achievement

The goal of this training is to for county boards of education members to embrace embedded leeway in law or WVBE rules that optimize student achievement, given committed county board visioning and county superintendent commitment to achieve foundational monitoring and oversight to ensure the success of such an approach.

Presented by the Bowles Rice Education Team.

Seventh General Session

11:00 a.m. Presented by Kimberly B. Weber, Executive Director, WV Ethics Commission

Description: This training session will focus on the West Virginia Governmental Ethics Act, which is a code of conduct for appointed and elected public officials and employees. The Ethics Commission consists of nine members appointed by the Governor with the advice and consent of the Senate. The Commission's Committee on Open Governmental Meetings issues Advisory Opinions interpreting the Open Governmental Meetings Act, but neither the Committee nor the Commission have jurisdiction to enforce the Open Meetings Act.

12:00 p.m. Session Adjourns

Eighth General Session

1:00 p.m. Big Rocks – Boards of Education Accountability for School and District Finances

Presented by J.P. Mowery, School Finance, Treasurer, Chief Financial Officer, Pendleton County Schools / Bowles Rice Education Team

Description: Building upon the Friday training, this session provides participants greater knowledge and practical strategies to make informed financial decisions, optimize resource allocation, and contribute to the overall financial health and sustainability of their school

district. (This session includes the matter of county board fiscal duties and responsibilities as discussed in previous West Virginia School Board Association (WVSBA) sessions in 2025 and 2026

2:00 p.m. Session Concludes

Ninth General Session

2:00 p.m. County Operational Effectiveness Indicators of Efficiency and WV Balanced Scorecard Indicators of Student Performance and Success

Presented by Jeffrey Kelley, Assistant Superintendent of District and School Accountability, West Virginia State Department of Education

Description: Mr. Kelley will provide a brief overview of foundational WVBE Rule §2322 West Virginia System of Support and Accountability / <https://apps.sos.wv.gov/adlaw/csr/readfile.aspx?DocId=57255&Format=PDF>

Note: The West Virginia School Board Fall Conference will include the annual review of WVBE Rule §2322 with related updates as presented by Mr. Kelley.

3:00 p.m. Closing Remarks / Orientation Adjournment