



### Competencies and Criteria<sup>1</sup> for National PTA Board Leadership

Competency	Description
1. Personal Integrity	Exhibits and earns reputation for discretion, emotional maturity, professionalism, credibility, honesty, objectivity. Earns respect of key stakeholder group members.
2. Strategic and Courageous Thinking	Is creative, forward-thinking, analytical, critical and has demonstrated interest in taking PTA into the future.
3. Financial Knowledge	Has financial experience, risk management and understanding of non-profit finances.
4. Effective Communication	Has demonstrated the ability to communicate effectively about the National PTA. Approaches board leadership with the intention of communicating what we can be, not what we are not, and to communicate the thoughts and reasons for their strategic and analytical thinking.
5. Knowledge of, and Loyalty to National PTA Values, Work and Priorities	Is knowledgeable of, and loyal to National PTA’s values, mission, work and priorities and their relevance to today’s reality and future trends.
6. Knowledge of, and Commitment to Education and the Association	Understands all levels of educational and association systems. Demonstrate commitment to the value of education, and to associations best practices.
7. Collaboration, Consensus Building, Conflict Management and Resolution	Has been known to be an active listener who promotes good working relationships, breaks down barriers, resolves conflict and builds cooperation and cohesiveness. Has demonstrated skills and interest in conflict resolution
8. Diversity, Equity and Inclusion	Has cultural awareness, understanding and appreciation of difference cultures and needs. Welcomes and values inclusion and diversity in principle and practice.
9. Nonprofit Board Governance Expertise and Experience	Comprehends board, non-profit, problem-solving and knowledge of legal issues related to Board governance. Understands the fiduciary duties of loyalty, care and obedience. Discerns the difference between “oversight” and “supervision.”
10. Advocacy	Has demonstrated his/her focus on every child. Has served as a child advocate and has spoken up for the health and well-being of all children. Has demonstrated the ability to represent a diverse local or state membership, not only a particular group/geography/culture/demographic status.
11. Accountability	Has demonstrated the skills and interest in holding boards and organizations accountable to meet their goals, and accomplish their mission.
12. Inspiring Leadership	Has demonstrated the ability to motivate and energize others to act responsibly and actively on behalf of all children. Has high expectations and respect for volunteer work

**Competencies and Criteria<sup>2</sup> for National PTA Nominating and Leadership Recruitment  
Committee (NLRC) Leadership**

<b>Competency</b>	<b>Description</b>
1. Integrity	Exhibits discretion, professionalism and credibility.
2. Strategic/Visionary	Conveys analytical and big-picture perspectives.
3. Communication Expertise	Effectively communicates and utilizes interpersonal skills internally and externally across a variety of fields, skill sets and demographics.
4. Governance Knowledge	Displays proficient knowledge and understanding of NPTA Governance, Association management, or other related fields of expertise such as human resources, Legal, or Leadership.
5. Talent Cultivation	Identifies and engages leaders that exhibit PTA Core Values and necessary skills sets.
6. Collaboration and Consensus Building	Actively listens and promotes good working relationships, breaks down barriers, resolves conflict and builds cooperation and cohesiveness.
7. Diversity and Inclusion	Welcomes and values inclusion in principal and practice with intentional pursuit of demographic and cognitive diversities.
8. Results-Oriented	Committed and accountable to a process-driven and data-informed approach that meets the evolving needs of our association.

<sup>1</sup> Competencies and criteria developed with NLRC and Michela Perone, PhD from BoardSource. Revised November 2017 with input from the Board of Directors.

<sup>2</sup> Revised November 16, 2018.