

BOARD SELF-EVALUATION

Vision Directed Planning The Board....				
This action occurs:	Frequently	Occasionally	Rarely	Never
1. Collaborates with students, staff, families, and the community to articulate core values and beliefs for the district.	10 9 8	7 6 5	4 3 2	1 0
2. Monitors the methods and progress of goals to improve student learning.	10 9 8	7 6 5	4 3 2	1 0
3. Establishes and models a culture of high expectations for all students.	10 9 8	7 6 5	4 3 2	1 0

Family/Community Engagement The Board....				
This action occurs:	Frequently	Occasionally	Rarely	Never
4. Promotes practices that solicit input and involvement from all segments of the family/community and provides ample opportunities for public participation in board meetings.	10 9 8	7 6 5	4 3 2	1 0
5. Recognizes and celebrates the contributions of students, school, and family/community members in school improvement efforts.	10 9 8	7 6 5	4 3 2	1 0
6. Is responsive and respectful to family/community inquiry and feedback.	10 9 8	7 6 5	4 3 2	1 0
7. Advocates for public policy that supports education through sustained relationships with family/community leaders, city and borough government officials and state legislators.	10 9 8	7 6 5	4 3 2	1 0

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Effective Leadership The Board....				
This action occurs:	Frequently	Occasionally	Rarely	Never
8. Aligns activities, analysis and decision-making to mission, vision, and values.	10 9 8	7 6 5	4 3 2	1 0
9. Models a distributive and collaborative leadership style and conducts all board meetings efficiently and effectively.	10 9 8	7 6 5	4 3 2	1 0
10. Promotes positive change through dialogue and collaboration.	10 9 8	7 6 5	4 3 2	1 0
11. Understands and are knowledgeable about school improvement initiatives and their role in supporting those initiatives.	10 9 8	7 6 5	4 3 2	1 0

Accountability The Board....				
This action occurs:	Frequently	Occasionally	Rarely	Never
12. Ensures funding to implement accountability measures and adheres to their adopted standards and ethics.	10 9 8	7 6 5	4 3 2	1 0
13. Prioritizes and focuses on curriculum, student learning, and student success, weighing all decisions in terms of what is best for the students of our district.	10 9 8	7 6 5	4 3 2	1 0
14. Appropriates resources based on students' needs and learning priorities.	10 9 8	7 6 5	4 3 2	1 0
15. Measures student results against expectations set by district and state standards.	10 9 8	7 6 5	4 3 2	1 0
16. Conducts a superintendent evaluation to monitor progress on established goals and student learning.	10 9 8	7 6 5	4 3 2	1 0

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17. Understands instructional programs and the curriculum goals of the district.	10	9	8	7	6	5	4	3	2	1	0
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Using Data for Continuous Improvement and Accountability The Board....											
This action occurs:	Frequently			Occasionally			Rarely			Never	
18. Uses, and expects the Superintendent to use, a variety of relevant quantitative and qualitative data in decision-making (e.g., survey results, interviews, staff evaluations, staff and student feedback, test results).	10	9	8	7	6	5	4	3	2	1	0
19. Uses data to identify discrepancies between current and desired outcomes.	10	9	8	7	6	5	4	3	2	1	0
20. Identifies and addresses priority needs based on data analysis.	10	9	8	7	6	5	4	3	2	1	0
21. Communicates to the public how policy decisions are linked to student learning data and provides opportunities for public input.	10	9	8	7	6	5	4	3	2	1	0

Cultural Responsiveness The Board....											
This action occurs:	Frequently			Occasionally			Rarely			Never	
22. Actively supports outreach and family/community engagement activities that accommodate cultural differences in values and communication.	10	9	8	7	6	5	4	3	2	1	0
23. Encourages and expects the Superintendent to facilitate the participation of culturally diverse groups.	10	9	8	7	6	5	4	3	2	1	0

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24. Approaches decision-making with culturally diverse perspectives.	10	9	8	7	6	5	4	3	2	1	0
25. Establishes a climate of caring, respect and the valuing of students' cultures through Board policies and goals.	10	9	8	7	6	5	4	3	2	1	0

Climate The Board....											
This action occurs:	Frequently			Occasionally			Rarely			Never	
26. Models relationships built on trust and respect.	10	9	8	7	6	5	4	3	2	1	0
27. Ensures that the Superintendent regularly assesses the District climate and reports results to the Board.	10	9	8	7	6	5	4	3	2	1	0
28. Encourages a system in which high levels of student learning are expected.	10	9	8	7	6	5	4	3	2	1	0
29. Establishes policies and ensures practices to foster a safe, positive learning climate for students.	10	9	8	7	6	5	4	3	2	1	0

Professional Communities The Board....											
This action occurs:	Frequently			Occasionally			Rarely			Never	
30. Encourages professional development that increases learning and opportunities.	10	9	8	7	6	5	4	3	2	1	0
31. Fosters an environment of mutual cooperation, emotional support and personal growth throughout the district.	10	9	8	7	6	5	4	3	2	1	0

Systems Thinking The Board....											
This action occurs:	Frequently			Occasionally			Rarely			Never	
32. Works to avoid shifting problems from one part of the system to another.	10	9	8	7	6	5	4	3	2	1	0
33. Analyzes issues for their impact on other parts of the system.	10	9	8	7	6	5	4	3	2	1	0
34. Is solution oriented.	10	9	8	7	6	5	4	3	2	1	0

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Innovation and Creativity The Board....				
This action occurs:	Frequently	Occasionally	Rarely	Never
35. Creates time and opportunities for their own creative thinking.	10 9 8	7 6 5	4 3 2	1 0
36. Partners with families, the community, and education organizations to remove real and perceived barriers to creativity and innovation.	10 9 8	7 6 5	4 3 2	1 0
37. Incorporates flexibility to enable the District to adapt to unexpected events.	10 9 8	7 6 5	4 3 2	1 0
38. Recognizes the risk of creative and innovative practices and supports and encourages staff and administration in their attempts to raise student achievement.	10 9 8	7 6 5	4 3 2	1 0

Conduct, Ethics, and Relationship with the Superintendent The Board....				
This action occurs:	Frequently	Occasionally	Rarely	Never
39. Understands and respects the distinction between the Board's responsibilities and the Superintendent's duties.	10 9 8	7 6 5	4 3 2	1 0
40. Respects the Superintendent's area of responsibility and works to create a spirit of mutual trust and confidence.	10 9 8	7 6 5	4 3 2	1 0
41. Represents the interests of the entire District	10 9 8	7 6 5	4 3 2	1 0
42. Preserves the confidentiality of items discussed in executive session.	10 9 8	7 6 5	4 3 2	1 0
43. Does not use their office for personal gain or advancement.	10 9 8	7 6 5	4 3 2	1 0
44. Does not attempt to individually speak on behalf of the entire Board or commit the Board	10 9 8	7 6 5	4 3 2	1 0

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45. Directs all complaints and requests to the Superintendent rather than attempting to solve them directly.	10	9	8	7	6	5	4	3	2	1	0
46. Collaborates with the Superintendent on information needed by the Board and when and how the Board receives that information.	10	9	8	7	6	5	4	3	2	1	0
47. Participates in learning opportunities as a team.	10	9	8	7	6	5	4	3	2	1	0
48. Comes to the meeting familiar with the agenda and prepared to discuss, ask questions, and take action on agenda items.	10	9	8	7	6	5	4	3	2	1	0

Budgeting and Financial Accountability											
The Board....											
This action occurs:	Frequently			Occasionally			Rarely			Never	
49. Is knowledgeable of the District budgeting process and timelines	10	9	8	7	6	5	4	3	2	1	0
50. Bases decisions on student needs, adopted District policy, Strategic Plan goals and the District's financial ability to meet those needs	10	9	8	7	6	5	4	3	2	1	0
51. Has an understanding of the District's revenues and expenses.	10	9	8	7	6	5	4	3	2	1	0
52. Reviews monthly financial statements provided by the administration and understands the Board's role in the oversight of the budget.	10	9	8	7	6	5	4	3	2	1	0

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**Action Plan
(to be developed after the evaluation has been completed)**

Area of Need	Action to be Taken

School Board President Signature

School Board Secretary Signature

Date

Date

Adoption Date: May 21, 2018
Revised: December 14, 2020
Revised: September 13, 2021
Revised: January 16, 2023