

NASBE

National Association of
State Boards of Education

Kentucky State Board of Education Self-Assessment Survey Results

Prepared by the National Association of State Boards of Education
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Purpose

As with any organization, a state board of education can often benefit from a look in the mirror, and an honest assessment of how effectively and productively the board is performing. A well-designed self-assessment allows a board to identify strengths as well as improvement opportunities that can inform its future practices and actions. Such reflection ensures that the board of education maintains fidelity to the common mission of providing educational excellence with equity for all students.

Process

The self-assessment evaluation for the Kentucky State Board of Education is based on feedback from individual board members regarding their overall board effectiveness. Individual board members ranked a series of reflection statements by stating whether they strongly disagree, somewhat disagree, somewhat agree, or strongly agree. The statements align to four categories:

- **Mission, Priorities and Goals (10 questions):** The board has defined its mission and developed priorities and goals. The United We Learn plan and the Big Ideas are integral to defining the direction for the future of education in Kentucky. These questions gauge the extent to which the board's work reflects those defining ideas.
- **Agendas, Meetings and Support (13 questions):** This category reflects the mechanics of how the board operates, so that it can work efficiently and with focus.
- **Collegiality and Collective Voice (6 questions):** Boards work best when members engage collaboratively and feel comfortable expressing their perspectives.
- **Stakeholder Engagement and Public Interaction (10 questions):** How the board collects and seeks feedback from the community and other agencies and uses this to inform board work matters greatly. These question probe board members perceptions on the type, degree and amount of public engagement.

An additional three open-ended questions were included at the end of the survey asking about overall impressions of the board's work.

Report Contents

The best approach to processing the information in this report is through review and discussion by board members. To help inform those discussions there are three parts to this report. First is this introduction which includes a short set of "Observations" at the end. The observations are meant to be a very high-level factual synthesis of the responses. Next, the "Snapshot" is a one-page compilation of all the questions and the percentage of responses by category for each. This allows

for a quick scan of all responses in a relatively concise format. (For reference, Appendix A include the exact wording for all questions.) Following the “Snapshot” are the open-ended questions (questions 11, 24, 30, 40, 41, 42, and 43) of the survey with responses presented verbatim. For these open-ended questions, highlighting is used to indicate the primary idea(s) in each response to facilitate the identification of patterns.

Respondents

Eleven Kentucky State Board of Education members completed the Self-Reflection Survey between October 13 and October 26, 2022.

Observations

The following are some neutral, aggregate response-based observations:

- No board member responded “somewhat disagree” or “strongly disagree” to any item. In fact, of the 38 multiple choice items, 36 had 100% of respondents indicating “strongly agree” or “somewhat agree.” Of these, 21 items had 80% or more of responses scoring “strongly agree.”
- The response “Insufficient Knowledge” was given for only two items.
- There were only four items where “somewhat agree” exceeded “strongly agree.” These are:
 - State stakeholders understand and are supportive of our board’s mission and goals.
 - I understand the process to submit and recommend items for our agenda as appropriate.
 - Our board spends an adequate amount of time on the right issues during each meeting to effectively accomplish goals and agenda actions.
 - We receive valuable comments from the public to make decisions.
- Among all the strong responses, the category with the highest average percentage of “strongly agree” among its items was “Collegiality and Collective Voice.” The category with the lowest average percentage of “strongly agree” among its items was “Agendas, Meetings and Support.”

Snapshot Table

Question	Strongly Agree	Somewhat Agree	AGREE	Somewhat Disagree	Strongly Disagree	DISAGREE	Insufficient Knowledge
Mission, Priorities and Goals							
Understanding of Board mission & vision	100.0%		100.0%				
Understanding of United We Learn/Big Ideas	81.8%	18.2%	100.0%				
Goals are appropriate to KY students & schools	90.9%	9.1%	100.0%				
Goals focus on evidence-based decision making	81.8%	18.2%	100.0%				
Goals based on disaggregated data	54.6%	45.5%	100.0%				
Focus on equity in all decision making	100.0%		100.0%				
Board uses high-quality data to inform decisions	81.8%	18.2%	100.0%				
Communicates well with state commissioner	100.0%		100.0%				
Stakeholders understand/support board mission/goals	18.2%	81.8%	100.0%				
Agendas, Meetings and Support							
Agendas reflect board's role as citizens' voice	63.6%	36.4%	100.0%				
Agendas reflect board mission/goals; aligned to United We Learn/Big Ideas	63.6%	36.4%	100.0%				
Agendas build on past work to move needle forward	63.6%	36.4%	100.0%				
Agendas prioritize student achievement & well-being	81.8%	18.2%	100.0%				
I understand process to submit items for agenda	36.4%	63.6%	100.0%				
Adequate time spent on right issues	45.5%	54.6%	100.0%				
Time that meeting takes place is right & accommodates my schedule	63.6%	36.4%	100.0%				
Frequency of board meetings is adequate	90.9%	9.1%	100.0%				
Enough time to review agenda before meeting	81.8%	18.2%	100.0%				
Sufficient resources and materials before meeting	90.9%	9.1%	100.0%				
I receive support needed to make informed decisions	90.9%	9.1%	100.0%				
Served well by staff of Department	100.0%		100.0%				
Collegiality and Collective Voice							
Healthy, effective collaboration	100.0%		100.0%				
When disagreement, consensus can be reached	81.8%		81.8%				18.18%
Board operates in a non-partisan way	90.9%	9.1%	100.0%				
Board makes decisions effectively	100.0%		100.0%				
Easily engage in conversations/discussions during meeting	72.7%	27.3%	100.0%				
Stakeholder Engagement and Public Interaction							
Public provided with enough resources to understand and engage	72.7%	27.3%	100.0%				
Board convenes right groups to inform decisions	90.9%	9.1%	100.0%				
Board works well with other state agencies	90.9%	9.1%	100.0%				
Board has strategy for communicating with stakeholders	63.6%	27.3%	90.9%				9.09%
Receive valuable comments from public to make decisions	36.4%	63.6%	100.0%				
Meetings are effective and accessible to the public	90.9%	9.1%	100.0%				
Public engagement is easy and accessible	63.6%	36.4%	100.0%				
Meeting provides ample time for public engagement	90.9%	9.1%	100.0%				
Necessary stakeholders appropriately involved in policy process	72.7%	27.3%	100.0%				

Q11 Reflecting on your answers above, what are your recommendations for improving the state board's focus on mission, vision, and goals?

Answered: 9 Skipped: 2

#	RESPONSES	DATE
1	I would like to see an analysis of recent test data as compared to previous years to see where additional resources/focus need to be placed.	10/26/2022 3:40 PM
2	Continue to emphasize communication and focus on equity.	10/25/2022 2:27 PM
3	The mission, vision and goals are not the concern. Alignment of the activities are the concern I have. We have several initiatives occurring but I am concerned how they are leading us forward in a system or are they just initiates. I would like to know where the goal is taking us.	10/21/2022 8:20 AM
4	Keeping strong lines of communication open with the public as we respond to shifting needs. Educators are good at that so we are set!	10/21/2022 12:18 AM
5	I believe that the state board is very effective in terms of setting goals and focusing on the wellbeing of the education system and students. My recommendation to continue this includes continuously asking and understanding the concerns and needs of the community, engaging all stakeholders in decision making processes. I also suggest continuing the partnership and connection with the commissioner to inform all board members on updates towards goals.	10/19/2022 11:06 PM
6	Continue to look at data to help drive our decision making processes	10/19/2022 2:42 PM
7	I'd like to talk about how we might coalesce KY United we Learn more intensely with KBE mission, vision, goals.	10/19/2022 10:03 AM
8	I believe we should do more to inform stakeholders at the local level of their interest in certain policy matter - inform their advocacy through collaborations.	10/19/2022 9:29 AM
9	As mentioned in the last meeting, I think there are questions about how United We Learn, Deeper Learning, Portrait of a Learner, and more all work together. It is understandable since we are in the early stages and, hopefully, the coalition will provide clarity.	10/13/2022 4:42 PM

Q24 Reflecting on your answers above, what are your recommendations for improving the state board agenda, meetings, and support for consideration within the next 1-2 years?

Answered: 10 Skipped: 1

#	RESPONSES	DATE
1	No recommendations for change but I do want to state that the move to a two-day meeting format is working very well . The staff prep for meetings is excellent .	10/26/2022 3:42 PM
2	Many issues we deal with are complex and sometimes more explanation is needed for why issues have to be addressed in specific ways .	10/25/2022 2:31 PM
3	Separating meeting into two days has provided more time to adequately reflect and give appropriate time to subject matter	10/24/2022 7:05 PM
4	I would like to see more items related to student achievement . I would like to see us spend more time on the learning ecosystem. The alignment of items and learn more about the different initiatives . Mostly our meetings are management based functions vs leading adaptive functions.	10/21/2022 8:26 AM
5	I benefited greatly from sitting in on the pre meeting planning session in the past. I would love to do that again.	10/21/2022 12:20 AM
6	The board and team members do a great job with organizing and setting up meetings and the agenda . I have yet to run into any issues with said topics. I do recommend to continue offering virtual attendance for future meetings.	10/19/2022 11:09 PM
7	I need better ways to hear the voice of the citizens I represent	10/19/2022 2:44 PM
8	I'd like to monitor the effectiveness of/satisfaction with the new meeting format . I'd also like to limit the number of off-site meetings because of the strain it causes for staff and the expense.	10/19/2022 10:05 AM
9	We are moving in the right direction with more items that invite board discussion/deliberation.	10/19/2022 9:33 AM
10	I think the change to 2 day meetings is productive .	10/13/2022 4:44 PM

Q30 Reflecting on your answers above, what are your recommendations for improving collaboration and collegiality over the next 1-2 years?

Answered: 10 Skipped: 1

#	RESPONSES	DATE
1	No recommendations but I do know that the move to a two-day meeting format has allowed more time for collaboration and recommend that we continue this format.	10/26/2022 3:44 PM
2	I think our board engages positively and collaboratively.	10/25/2022 2:33 PM
3	I think the voice of each member is treated with respect and in a non partisan way.	10/24/2022 7:08 PM
4	The board itself functions very well on agreements and disagreements. No suggestion here.	10/21/2022 8:27 AM
5	This board has become a close knit group. The atmosphere of the meetings is one of respect, active listening, and open mindedness.	10/21/2022 12:23 AM
6	The board does a very good job with incorporating all ideas and making sure everyone is heard. To improve collaboration, I suggest doing more breakout/session work to stimulate discussion.	10/19/2022 11:11 PM
7	I feel this is a strength of our board	10/19/2022 2:45 PM
8	I think this Board self-assessment will give us some data to work from in terms of how we might improve collaboration. I'm glad we are probing this question.	10/19/2022 10:06 AM
9	Having an evening meal together is a great way to support collegiality.	10/19/2022 9:49 AM
10	I think this board works very well together. I think this will continue to improve with the 2 day meetings.	10/13/2022 4:45 PM

Q40 Reflecting on your answers above, what are your recommendations for improving stakeholder engagement for consideration within the next 1-2 years?

Answered: 8 Skipped: 3

#	RESPONSES	DATE
1	Commissioner Glass is an excellent communicator in both written and spoken opportunities. The cooperation between KBE and CPE is very significant and will make a difference in preparing students for college and career opportunities.	10/26/2022 3:47 PM
2	This is my lack of knowledge rather than a true indication of the board's lack of stakeholder engagement.	10/24/2022 8:04 PM
3	I think of our teachers and parents as our major stakeholders. Many do not have any idea what the board does. I know the information is available at all times. Perhaps we need to do more to encourage these groups to take advantage of having that information available. I don't have the solution. Toni does a great job of using social media. I suppose the old adage of horse to water comes into play.	10/21/2022 12:28 AM
4	To improve stakeholder engagement, I suggest making the public comment session during board meetings more accessible for people around the state. That can include promoting virtual speakers or allowing for online comments.	10/19/2022 11:14 PM
5	This matter deserves more discussion. Might we expand the circle of those consulted? How might we reach those not traditionally consulted and establish contact with those we know have an interest?	10/19/2022 12:12 PM
6	I'd like to review how other state boards of ed engage stakeholders. I'm wondering if NASBE has that information. Is there an exemplar for this work?	10/19/2022 10:08 AM
7	Dr Glass involves all stakeholders in decisions made at KDE.	10/16/2022 4:28 PM
8	The board is more accessible than ever with the live broadcast, recordings, and summaries.	10/13/2022 4:46 PM

Q41 What progress do you feel most pleased with over the past year?

Answered: 11 Skipped: 0

#	RESPONSES	DATE
1	Continuing the focus on efforts that move United We Learn forward especially supporting hands-on learning and professional development to help teachers learn how to teach students how to "think" versus "memorize".	10/26/2022 4:05 PM
2	The board is deeply dedicated to equity .	10/25/2022 2:35 PM
3	Involvement of different professional groups in determining what course of action best benefits student achievement.	10/24/2022 8:08 PM
4	The communication between the Commissioner and the board.	10/21/2022 8:39 AM
5	United We Learn is beginning to take some form. Seeing the process evolve is exciting. For constant progress, I am most proud of the fact this board keeps the students of the commonwealth the central focus for every decision made.	10/21/2022 12:39 AM
6	Since I have been apart of the board, I am pleased with the progress over the United We Learn committee. I also am proud of the Portrait of a Graduate outline.	10/19/2022 11:18 PM
7	Communication improved and my knowledge increased . I continue to build background knowledge that helps me make better decisions	10/19/2022 2:48 PM
8	*Making United We Learn real *Standing up the content and tools to support the Equity, Inclusion and Diversity work	10/19/2022 12:30 PM
9	I am thrilled with the evolution of KUWL including L3 work, the adoption of a KY Portrait of a Learner, and the high level of stakeholder engagement occurring as a result of that process. I also value the work of this Board and the state agency around anti-racism and equity of access and opportunity for every KY learner. The Commonwealth Education Continuum is a strong companion effort and I appreciate the leadership of Dr. Glass and Dr. Thompson to ensure that we are thinking comprehensive about the full education experience of Kentuckians . I think we are gelling into a high performing team and, as we grow and change, I am pleased that we continue to gain strength, clarity, and momentum.	10/19/2022 10:19 AM
10	I have gotten to know other board members . I enjoy interacting with each member.	10/16/2022 4:36 PM
11	I appreciate the board's decision on masking in schools. The board made the difficult decision to protect the health of students, teachers, and others.	10/13/2022 5:18 PM

Q42 What were the board's missed opportunities over the past year?

Answered: 9 Skipped: 2

#	RESPONSES	DATE
1	No missed opportunities but, now that the test scores are available, the opportunity to focus on how to address the problem areas should be a focus going forward.	10/26/2022 4:05 PM
2	Assisting classrooms with virtual instruction support but we were all new to this so not sure outcome could have been different.	10/24/2022 8:08 PM
3	I feel we are still reacting to the legislative process vs setting the educational agenda in the legislature.	10/21/2022 8:39 AM
4	I feel this past year missed opportunities of the PAST were corrected. Going off site for our meeting resulted in challenges for our KDE team but they rose to those challenges with incredible success. As a board we showed the people of the commonwealth we are not sitting in Frankfort making decisions. We went out and about to see the terrific work in KY and to show we appreciate that work.	10/21/2022 12:39 AM
5	I am not yet aware about any missed opportunities thus far.	10/19/2022 11:18 PM
6	It's not a missed opportunity, as such, but I wonder if there is more we can do to address the literacy issues among KY students. Is the "Balanced" approach taught in teacher prep supported by the skills required by the "scientific" approach? Perhaps we need to make it explicit to the EPSB that we must have more evidence that candidates for a license can do both phonics and comprehension. (To put is very simplistically)	10/19/2022 12:30 PM
7	I'd like to talk about how we might better engage KDE personnel in KUWL as it moves from ideation into implementation. I'd also like to think about what implementation looks like as we scale across KY districts.	10/19/2022 10:19 AM
8	I really cannot think of any missed opportunities over the last year.	10/16/2022 4:36 PM
9	NA	10/13/2022 5:18 PM

Q43 Other comments or feedback.

Answered: 8 Skipped: 3

#	RESPONSES	DATE
1	I would like to say that I am honored to serve with such dedicated educators and with a Commissioner that is totally focused on moving education forward in Kentucky.	10/26/2022 4:05 PM
2	I like the progress over the last year. We have momentum in areas of learning and I would like to see a better alignment to our NorthStar. If we do not know where we are headed. Will we get there. Where are we trying to accomplish and does our assessment line up to it. Currently as a Board member I can not tell someone where we are headed, when will we expect to get there and how to hold us accountable for the resources to get there. I would also like to see a redesign of facilities standards because I know we have to many waivers to address facilities needs to 21 century learning. Facility design has a major impact on student learning. Currently that is lost in our ability to adapt to current learning initiatives like project based learning, flow of student transitions and demonstration spaces, etc.	10/21/2022 8:39 AM
3	Our leadership is amazing. Our chair, co-chair, and commissioner are incredibly informed, intuitive, and inspirational. I sing the praises of my fellow board members. You can search the country over and never find a more committed crew of child-centered, public school loving individuals.	10/21/2022 12:39 AM
4	n/a	10/19/2022 11:18 PM
5	Great leadership	10/19/2022 2:48 PM
6	I'd also like to start talking about Board leadership and development moving forward. What kinds of learning opportunities or other support might our KBE members need to feel better prepared to lead this important work?	10/19/2022 10:19 AM
7	I really believe we have an outstanding group of people on our board. Dr. Young runs the meetings very professionally. Dr Glass has an excellent staff and is always available and accessible.	10/16/2022 4:36 PM
8	I am optimistic to see how the board continues to work to address the teacher shortage.	10/13/2022 5:18 PM

Appendix A - Survey Questions

The following are the questions that were used for the self-assessment by the Kentucky State Board of Education.

Respondents were given five choices for response (Strongly Disagree, Somewhat Disagree, Somewhat Agree, Strongly Agree, and Insufficient Knowledge). A few questions were open ended, as indicated.

Mission, Priorities and Goals

1. Please enter your name below (OPEN ENDED)
2. I have a solid understanding of *our board's* mission and vision.
3. I have a solid understanding of *United We Learn* and the *Big Ideas*?
4. Our board sets goals that are appropriate to the needs of our state's students and schools.
5. Our board sets goals that focus on evidence-based decision making.
6. Our board sets goals that are based on disaggregated school, district, and state data where appropriate.
7. Our board focuses on equity in all decision making.
8. Our board seeks and uses high-quality data to inform all decisions.
9. Our board communicates with the state commissioner well on mission and goals.
10. State stakeholders understand and are supportive of our board's mission and goals.
11. Reflecting on your answers above, what are your recommendations for improving the state board's focus on mission, vision, and goals? (OPEN ENDED)

Agendas, Meetings and Support

12. The meeting agendas reflect our role as the citizens' voice in education in accordance with our authority.
13. The meeting agendas reflect our board's mission and goals, and are aligned to *United We Learn* and the *Big Ideas*.
14. The meeting agendas build on past work to move the needle forward on education topics.
15. The meeting agendas prioritize student achievement and well-being as appropriate to the established goals.
16. I understand the process to submit and recommend items for our agenda as appropriate.
17. Our board spends an adequate amount of time on the right issues during each meeting to effectively accomplish goals and agenda actions.
18. The time during which the meeting takes place is just right and accommodates my schedule.
19. The frequency of our board meetings is adequate for board effectiveness.
20. I have enough time to review our board agenda before each meeting.

21. I have sufficient resources to review before each meeting.
22. I receive support needed to make informed policy decisions.
23. The Board is served well by the staff of the Department of Education.
24. Reflecting on your answers above, what are your recommendations for improving the state board agenda, meetings and support for consideration within the next 1-2 years? (OPEN ENDED)

Collegiality and Collective Voice

25. Our board engages in healthy, effective collaboration.
26. When there is a disagreement, our board can reach consensus effectively.
27. Our board operates in a nonpartisan way to accomplish goals.
28. During each meeting, our board can make decisions effectively.
29. I can easily engage in conversations and discussions during each meeting.
30. Reflecting on your answers above, what are your recommendations for improving collaboration and collegiality over the next 1-2 years?

Stakeholder Engagement and Public Interaction

31. Our board provides the public with enough resources to fully understand and engage in each meeting as appropriate.
32. Our board convenes the right groups to inform our decisions.
33. Our board works well with other state agencies to make decisions.
34. Our board has a strategy for communicating with different stakeholders.
35. We receive valuable comments from the public to make decisions.
36. Our meetings are effective and accessible to the public.
37. Our meetings make public engagement easy and accessible.
38. Each meeting provides ample time for public engagement.
39. Our board appropriately involves necessary stakeholders in the policy process.
40. Reflecting on your answers above, what are your recommendations for improving stakeholder engagement for consideration within the next 1-2 years? (OPEN ENDED)

Overall Positives, Missed Opportunities, and Final Comments

41. What progress do you feel most pleased with over the past year? (OPEN ENDED)
42. What were the board's missed opportunities over the past year? (OPEN ENDED)
43. Other comments or feedback (OPEN ENDED)