

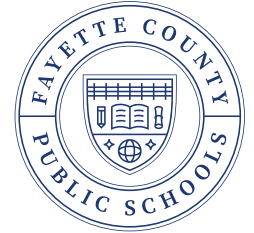
2025

Fayette County Public Schools Board of Education Self-Evaluation



Fayette County
Public Schools

Introduction

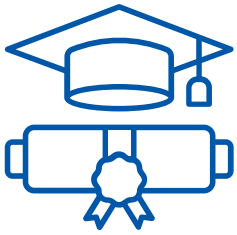


This self-evaluation is structured around the community-developed strategic priorities, ensuring that the board’s work and focus remains tethered to these goals and what the community has expressed as their desires for our district, our staff, and our students.

For each statement below, please answer the extent to which this statement applies to you as an individual board member and then to the board as a whole.

- **Unsatisfactory:** This statement does not describe me. / This statement does not describe most members of the board.
- **Needs Improvement:** This statement applies to me occasionally but not consistently. / This statement applies to a few members of the board, or only applies to most members of the board occasionally but not consistently.
- **Satisfactory:** This statement applies to me some of the time. / This statement applies to most board members some of the time.
- **Good:** This statement applies to me most of the time. / This statement applies to all board members most of the time.
- **Excellent:** This statement applies to me consistently. / This statement applies to all board members consistently.

Strategic Priorities



STUDENT ACHIEVEMENT

Improve student achievement through rigorous curriculum and instruction providing students with evidence-based educational experiences that not only engage but also excite, prepare, and support students.



UNITY, BELONGING, AND STUDENT EFFICACY

Foster and instill a culture of diversity, equity, inclusion, and belonging across the district and address opportunity gaps.



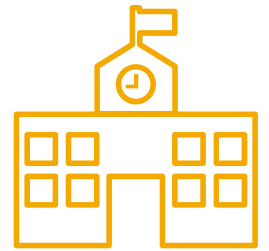
HIGHLY EFFECTIVE, CULTURALLY RESPONSIVE WORKFORCE

Hire, support, and retain a highly effective, culturally responsive and diverse workforce.



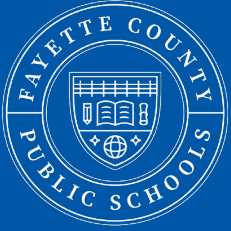
OUTREACH AND ENGAGEMENT

Effectively engage students, employees, families, and community members to improve opportunities and outcomes for all students.

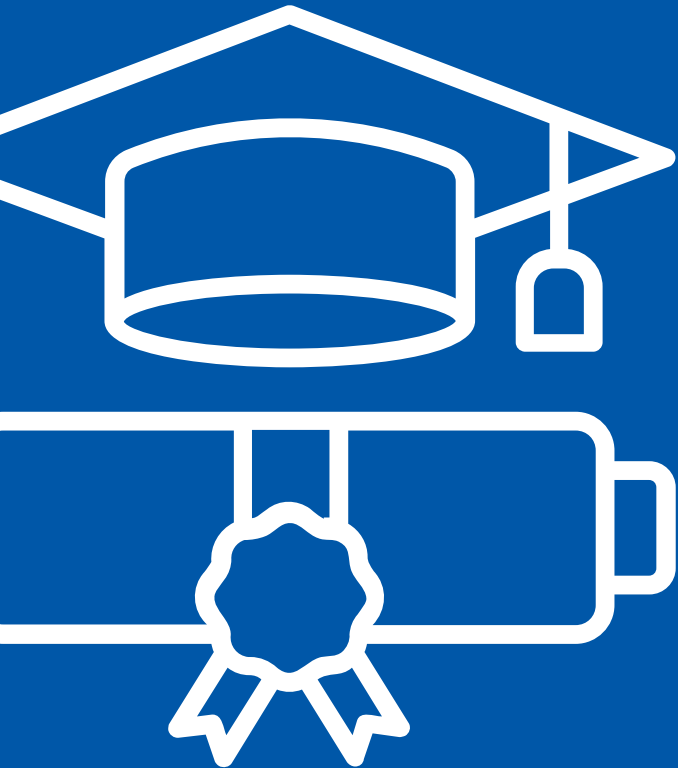


ORGANIZATIONAL HEALTH AND EFFECTIVENESS

Foster a culture of continuous improvement to maximize organizational effectiveness and efficiency, support the well-being of our team members, and provide formal recognition of their efforts.



Student Achievement



Evaluation Standards:

Prioritizes positive student impact when making board decisions.

Bases decisions in sound data, evidence, and relevant facts.

Regularly highlights, showcases, or celebrates student successes and achievement.

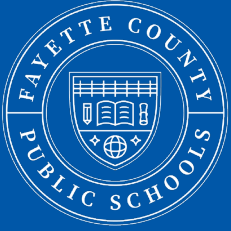
Evaluates the effectiveness of board-level investment based on student success goals and Portrait of a Graduate model.

Respects the instructional leadership role of the superintendent and their staff in a collaborative environment.

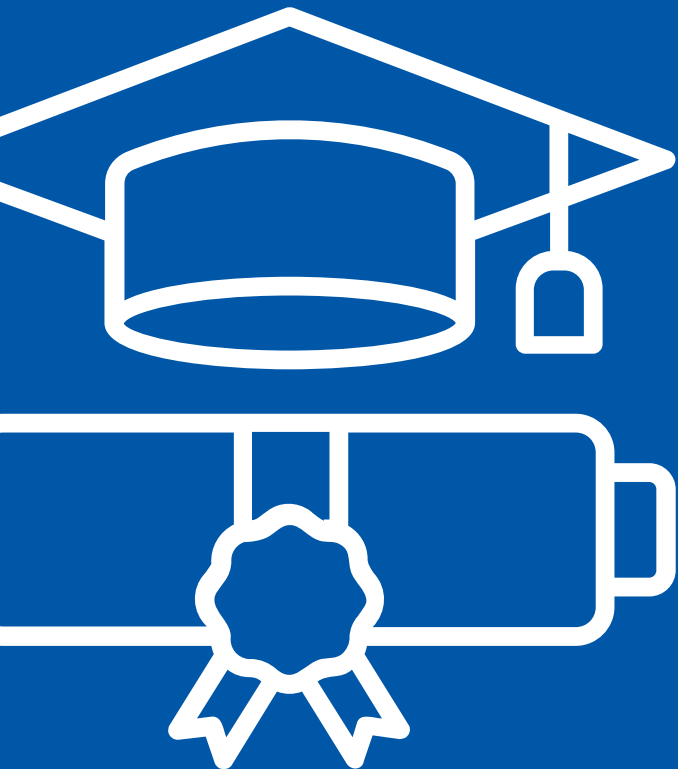
Individual

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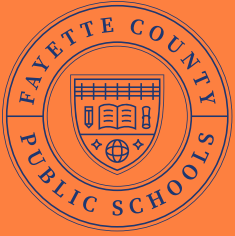


Student Achievement



What are your suggestions for improvement in this area?

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Unity, Belonging, and Student Efficacy



Evaluation Standards:

Recognizes the voices that may not be visible, present, or most vocal when making decisions.

Seeks to include and elevate diverse perspectives and points-of-view during board meetings and when weighing decisions.

Elevates student voice and evaluates student input when making decisions.

Measures and monitors impact of district-level initiatives to promote unity, belonging, and student efficacy.

Weighs systemic barriers and targets opportunity gaps in decision-making.

Individual

Board

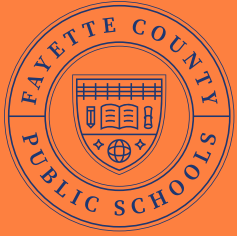
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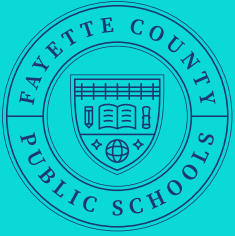


Unity, Belonging, and Student Efficacy



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in this area?**

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Highly Effective, Culturally Responsive Workforce



Evaluation Standards:

Elevates staff voice and evaluates staff input when making decisions.

Respects the unique position of the board as it relates to district employees, following appropriate protocols in communications with district staff.

Considers the impact of board investments on educator and staff retention and recruitment.

Actively collaborates as part of the “Team of Six”, working with fellow board members and the superintendent to align efforts that drive success for all students and staff.

Actively participates in the superintendent’s evaluation—both formative and summative—emphasizing continuous improvement and alignment with district goals.

Individual

Board

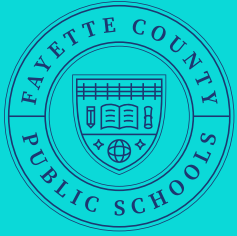
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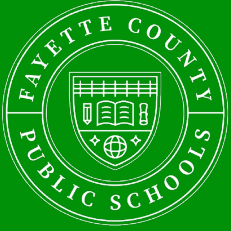


Highly Effective, Culturally Responsive Workforce



**What are your suggestions for improvement
in this area?**

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Outreach and Engagement



Evaluation Standards:

Engages in authentic public engagement efforts to solicit input and feedback from a variety of stakeholders.

Communicates factual and timely information of board actions to community members.

Respects the role of the board as an governing body, understanding that once decisions are made by the majority of the board that decision becomes the position of the board.

Follows board governance protocols in communication with media, engaging with others on social media, and in communication directed to individual board members or the board as a whole.

Models appropriate decorum and professionalism during board meetings and while engaging in board-related business and activities.

Individual

Board

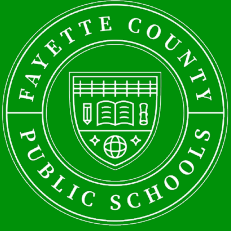
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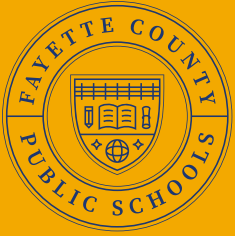


Outreach and Engagement

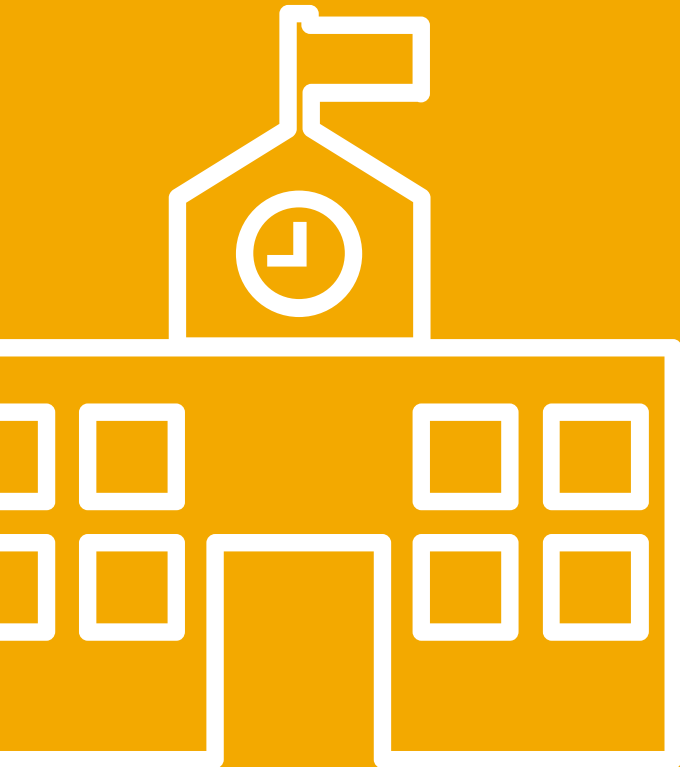


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Organizational Health and Effectiveness



Evaluation Standards:

Comes to meetings prepared and ready to discuss agenda and action items.

Seeks answers to questions, clarification, or relevant supplemental information and material in accordance with established board protocols.

Recognizes and respects the “lanes” that outline the roles and responsibilities of the board and the superintendent.

Evaluates board decision-making through the lens of the strategic priorities.

Develops, reviews, and follows board governance manual and guidelines.

Prioritizes transparency and shares accurate, timely communication about board-related matters.

Participates in meaningful training and professional learning designed for governing a district like FCPS, including topics such as urban education, diverse populations, and FCPS-specific challenges and opportunities.

Individual

Board

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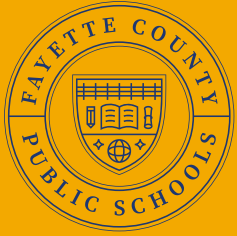
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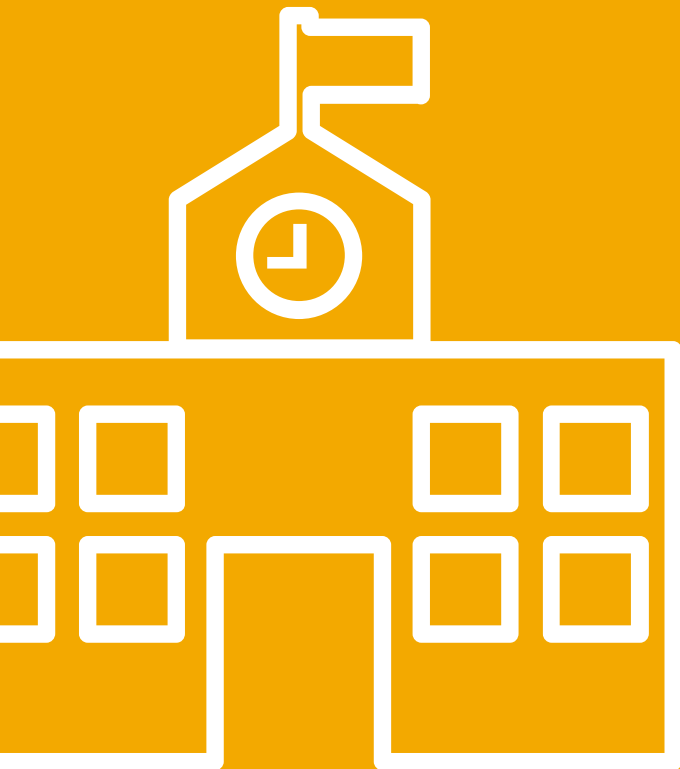
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Organizational Health and Effectiveness



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