



GALLATIN COUNTY SCHOOLS

GOVERNANCE TEAM EFFECTIVENESS SELF-ASSESSMENT

WINTER 2010

The focus of this effectiveness self-assessment instrument is **your governance team** (i.e.: board members and the superintendent) and how it functions together...where the team is effective and where improvement is needed. This assessment, to be **completed by each of you independently**, is critical to the success of governance effectiveness improvement. Using a scale of - **Do Not Do, Do Sometimes, Do Regularly** - candidly rate each of the items – reflective of your governance team. For each of the items, **circle the rating that most accurately reflects how your governance team performs**. Include any related comments to explain your rating. It should take approximately fifteen minutes to complete.

PART ONE: Advancing Student Achievement to Proficiency (Pages 2-4)

PART TWO: Governance Best Practices (Pages 5-7)

June 2009 Version

ASAP

Your KSBA ASAP (Advancing Student Achievement to Proficiency) initiative advocates that governance teams utilize the following standards to keep students' learning as the board's, superintendent's and administrator's primary focus.

Board Resolution: Our team annually adopts a resolution, vision/mission statement, and/or goals to reflect the resolve of our board to lead the district in focusing on advancing students' learning and achievement.

No Answer

1

Do Not Do

Do Sometimes

1

Do Regularly

4

Comments:

- *We complete this annually*
- *Our vision is always sitting at the board meetings*
- *While we don't have a lengthy resolution or mission statement, advancing student achievement and doing what's right for kids is embedded in our actions*
- *We don't do this every year as our goal doesn't change yearly; we are always after the same goal*

Board Calendar: Our team develops a perpetual annual calendar that tracks key agenda items reflective of local, state, and federal policy. Our calendar includes dates for evaluations of quantitative and qualitative assessments as well as evaluations of students' learning progress.

No Answer

1

Do Not Do

Do Sometimes

2

Do Regularly

3

Comments:

- *We follow the KSBA suggested annual calendar*
- *Superintendent keeps us on track*

- **Board Regular Meeting Agenda:** Each of our regular meetings' agendas have a purposeful focus on student learning and achievement, demonstrated through student/staff presentations, student/staff recognitions, and dialogue connected to students' learning and achievement.

No Answer

1

Do Not Do

Do Sometimes

Do Regularly

5

Comments:

- *This continues to improve*
- *Yes we recognize students at least once a month and honor teachers that get special awards*

Board Policies: Our policies are adopted or revised to focus on expectations for high standards for student learning and achievement.

Do Not Do

Do Sometimes

3

Do Regularly

3

Comments:

- *Policies are reviewed regularly*
- *We follow the suggested KSBA policy revisions*
- *We are responsive in this area versus being leaders; we depend on KSBA to alert us; otherwise we hope for the best; regular policy review should be a part of our agenda, no matter how tedious it is.*
- *Our policies are adopted according to KSBA recommendations*
- *We need to review our policies more often that have already passed*

Multiple Student Data Indicators: Our board reviews multiple types of student achievement data to assess student success, reduce achievement gaps, and plan for improvements.

Do Not Do

Do Sometimes

Do Regularly

6

Comments:

- *Every month through our principal reports, SBDM council meeting minutes, regular CDIP Implementation and Impact checks*
- *This occurs at all board meetings*
- *I think we look at multiple indicators*
- *We review, teachers and administrators plan*

Annual School Council Reports: Our team implements policies to engage SBDM Councils in regular (at least annual) purposeful dialogue focused on student achievement, student needs, improvement plans and resource requirements.

Do Not Do

Do Sometimes

Do Regularly

6

Comments:

-
- *Well attended sessions; good leadership and facilitation at meetings*
 - *Every year when assessment results are released we have a joint SBDM/board member meeting to discuss results, develop strategies and set goals*
 - *We have SBDM and Board of Education meeting together in October to review*
 - *This annual meeting could be expanded to twice a year – perhaps at the beginning of council terms – to set expectations*
 - *Annually only*
 - *We try to do this often to make us as a board more aware of what is occurring at the school level*

Community Discussions: Our team encourages two-way district and community dialogue to gather feedback from all stakeholders regarding improving student achievement.

Do Not Do

Do Sometimes

Do Regularly

2

2

2

Comments:

-
- *Superintendent regularly conducts sessions; board could be more active*
 - *Superintendent has seven focus groups – middle school students, high school students, certified, classified, business/community, parents and senior citizens*
 - *Superintendent has focus group meetings – senior citizen group, business forum, parents forum*
 - *We really need help here in order to engage our community in needed dialogue; Superintendent's round tables are helpful and a good start but more effort is needed on our part.*
 - *Our team would not be interested in hearing anything but praise from our community*
 - *We should hold more town hall type meetings; perhaps less questions would be asked at the tax hearing when it isn't appropriate to answer them*

Board Team Development: Our members learn together as a team at workshops, conferences, or district training sessions to become more effective leaders.

Do Not Do

1

Do Sometimes

3

Do Regularly

2

Comments:

-
- *Budget has prevented some higher learning opportunities*
 - *KSBA Annual Conference*
 - *Joint board member/SBDM meeting in October*
 - *Attend conference together*
 - *We all value our PD and share it among ourselves when others can't attend; we should engage in a goal setting session and evaluation session annually*
 - *Normally we try to diversify the workshops to get different ideas*

Budgetary Decisions: Our team utilizes student achievement data and district needs assessments to ensure the appropriate acquisition and allocation of resources providing a clear correlation of programs, initiatives and defined outcomes.

No Answer

2

Do Not Do

Do Sometimes

Do Regularly

4

Comments:

-
- *Results are used to help determine needs*
 - *Through our district comprehensive improvement planning process*
 - *Our superintendent and financial officers make budget, board approves*

Display of Student Achievement Data: Our team ensures that student achievement data and student work is clearly displayed in our board meeting room, our schools and throughout our community.

Do Not Do

Do Sometimes

2

Do Regularly

4

Comments:

-
- *Very well placed; it's a focus area*
 - *Local businesses display student work, our board meeting room displays students data, our foyer displays student art work*
 - *Yes we pick an art project to hang in board office*
 - *There are probably opportunities to expand these efforts in our community*

GOVERNANCE BEST PRACTICES

Your KSBA advocates that effective leadership and governance practices are essential for districts in supporting student learning and achievement.

Vision: Our team has a clear, written vision of where our school needs to be relative to student learning and achievement as well as a specific plan to fulfill our vision.

Do Not Do

Do Sometimes

Do Regularly

6

Comments:

- *Vision is solid and reviewed regularly*
- *We have a mission statement and six belief statements*

District Climate (Culture): Our team reflects our belief that all students can learn at high levels and we provide an environment in which that occurs.

Do Not Do

Do Sometimes

Do Regularly

6

Comments:

- *There is a "can-do" attitude among team*
- *We focus on each and every student*

Continuous Improvement: Our team has set high expectations and clearly defined accountability for continuous improvement in all school work.

Do Not Do

Do Sometimes

Do Regularly

1

2

3

Comments:

- *Board does not accept status quo*
- *No, I don't believe any board does this*
- *We can probably do more*
- *We need to set standards higher than just proficient; we are doing a disservice to those students who have already achieved this by not pushing those children farther along*

Systems Thinking/Oversight: Our team maintains oversight of the entire district as we focus on improving student achievement by providing connections across the system, the ability to create and sustain initiatives, shared decision making and support through data and information.

No Answer
1

Do Not Do

Do Sometimes
1

Do Regularly
4

Comments:

- *Board is open to new processes, execution is sometimes difficult*
- *Superintendent leads us through*
- *We support whatever data and information we are provided*

Accountability: Our team sets an expectation of accountability for all actions, including those that impact student learning and achievement. All programs and initiatives have clearly defined goals and a process for evaluation of progress towards those goals.

Do Not Do
1

Do Sometimes
2

Do Regularly
3

Comments:

- *Board accepts accountability*
- *Not sure if we do enough in accountability*
- *Very broad question*
- *We set those goals but need to work on following up to make sure they are measured and evaluated*

Superintendent's Evaluation: Our team has a specific and purposeful process for defining our superintendents' performance expectations and corresponding evaluation, including reflection of our district goals and the superintendent's responsibility and role in administering and leading our school toward those goals.

No Answer
1

Do Not Do

Do Sometimes

Do Regularly
5

Comments:

- *Superintendent has a rigorous evaluation process*
- *The only missing piece is board goals that we don't set*
- *Our superintendent has a nearly perfect evaluation each time; there is not much room for improvement*

- **Board Team Effectiveness Assessment:** Our team has a specific and purposeful process focused on the leadership of our district with the superintendent and community, to annually evaluate our effectiveness.

Do Not Do

1

Do Sometimes

2

Do Regularly

3

Comments:

-
- *We're getting better because we look at ourselves regularly*
 - *We are beginning to do this*

Involvement of Student Achievement Partners: Our team meets regularly with students, community members and stakeholders who contribute to the improvement of student achievement.

Do Not Do

1

Do Sometimes

4

Do Regularly

1

Comments:

-
- *Yes, students even attend board meetings*
 - *Our meetings that have included students have been some of the most enjoyable and inspirational; they've reminded me of our purpose; we need to continue to engage our students by including a student advisor (making it competitive); also engage our community leaders in our important work - we can't depend on the Gallatin County News to inform.*
 - *We need more community member involvement*