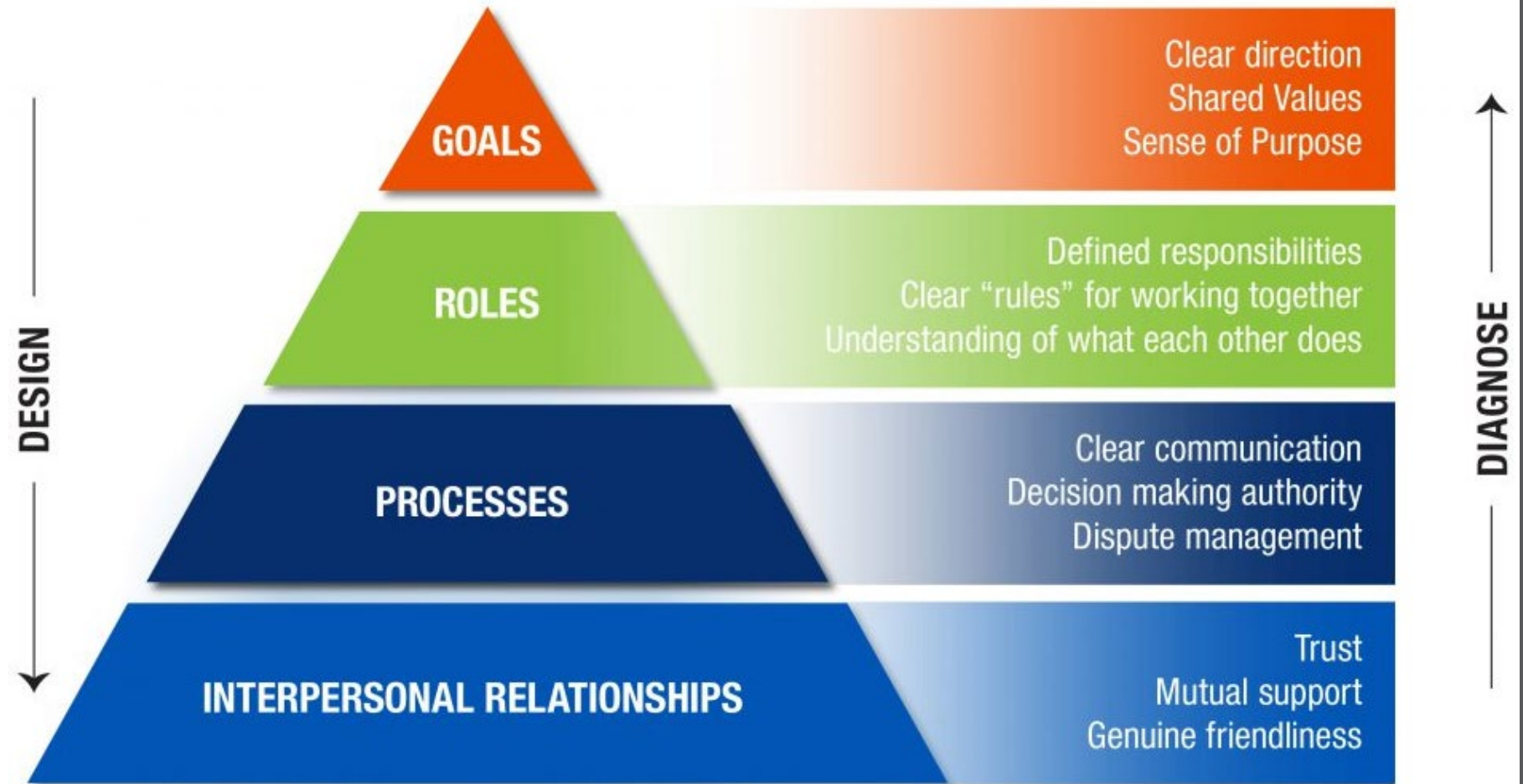# Kentucky State Board Self-Assessment

December 3, 2025
Paolo DeMaria, President & CEO

Team Effectiveness - GRPI Model

Begin with the End in Mind

- **What areas of board effectiveness do we want to pay attention to in the upcoming year?**

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Self-Reflection Survey

🎯 **Mission, Priorities & Goals (10 questions)**

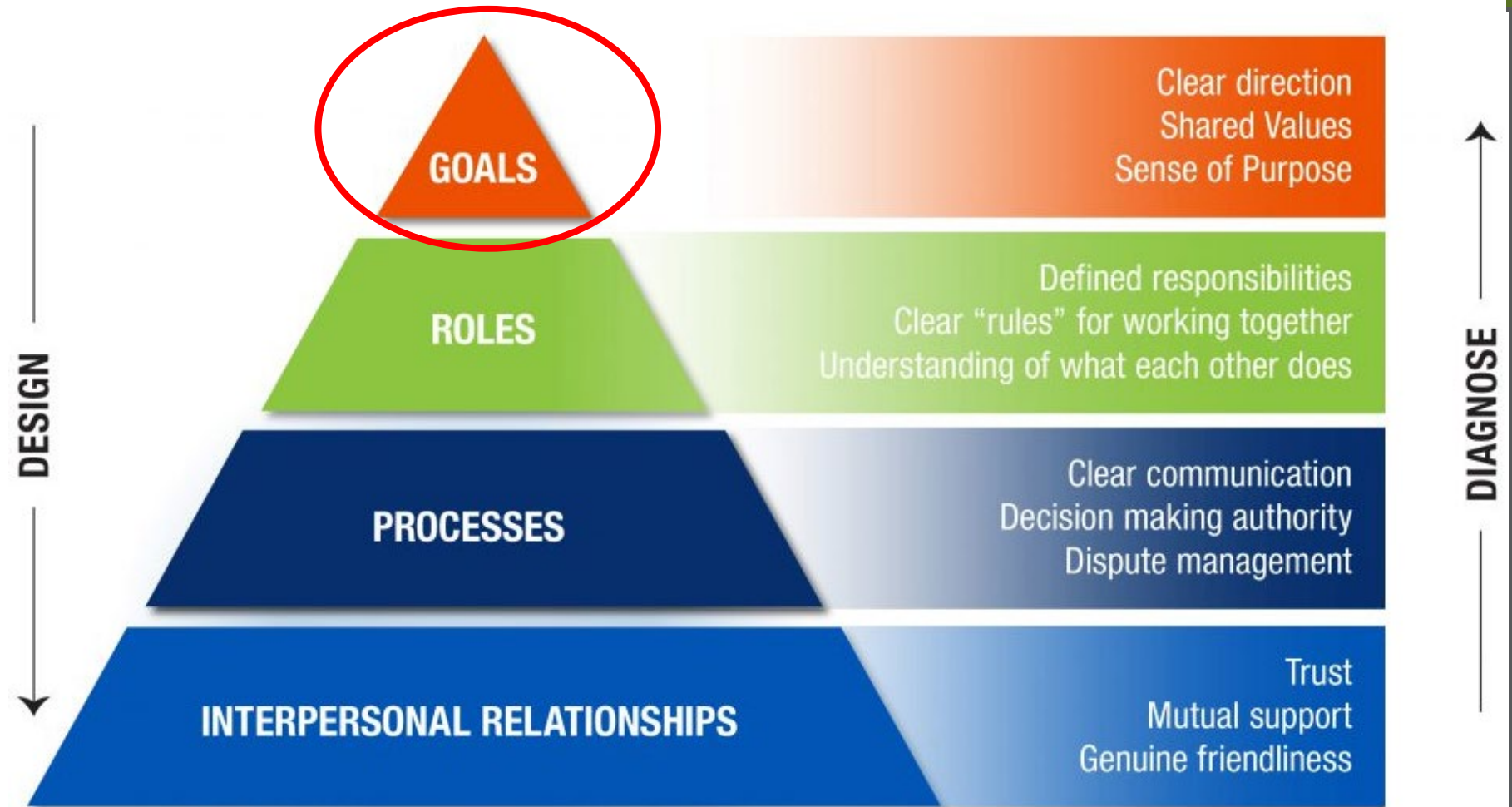🔲 **Agendas, Meetings & Support (13 questions)**

👥 **Collegiality & Collective Voice (6 questions)**

👥 **Stakeholder Engagement & Public Interaction (10 questions)**

Team Effectiveness - GRPI Model

DESIGN

DIAGNOSE

GOALS
Clear direction
Shared Values
Sense of Purpose

ROLES
Defined responsibilities
Clear "rules" for working together
Understanding of what each other does

PROCESSES
Clear communication
Decision making authority
Dispute management

INTERPERSONAL RELATIONSHIPS
Trust
Mutual support
Genuine friendliness

Mission, Priorities and Goals:

| Question	Strongly Agree	Somewhat Agree	AGREE	Somewhat Disagree	Strongly Disagree	DISAGREE	Insufficient Knowledge
Mission, Priorities and Goals							
Understanding of Board vision	81.8%	18.2%	100.0%				
Understanding of United We Learn and the Big Ideas	63.6%	36.4%	100.0%				
Goals are appropriate to needs of KY students	81.8%	18.2%	100.0%				
Board goals focus on evidence-based decision making	45.5%	54.6%	100.0%				
Board goals are based on disaggregated data	63.6%	18.2%	81.8%	9.1%		9.1%	9.1%
Board focuses on equity in all decision making	72.7%	27.3%	100.0%				
Board seeks and uses high-quality data to inform decisions	45.5%	54.5%	100.0%				
Board communicates well with state commissioner	90.9%	9.1%	100.0%				
State stakeholders understand and support Board's mission/goals	54.6%	27.3%	81.8%				18.2%

Mission, Priorities and Goals

Comments

- Desire for more metrics and longitudinal and disaggregated data, digging deeper into what it means.

- More state workforce data to better prepare students for postsecondary needs.

- More communication from board leadership and alignment with SEA.

Key Takeaways

- Identify opportunities to align vision with other state agencies (1).

- Explore better use of disaggregated data (3).
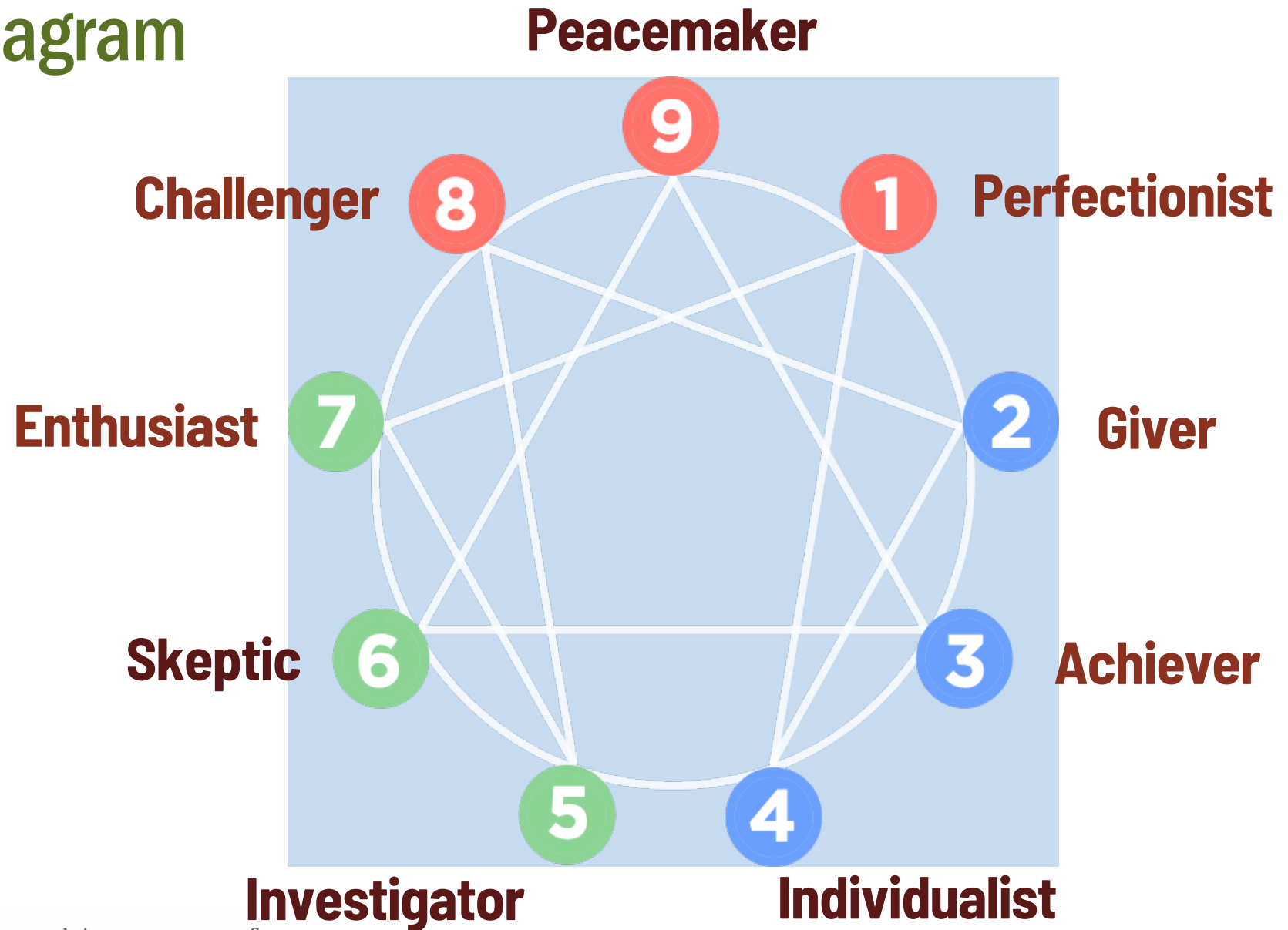
Team Effectiveness - GRPI Model
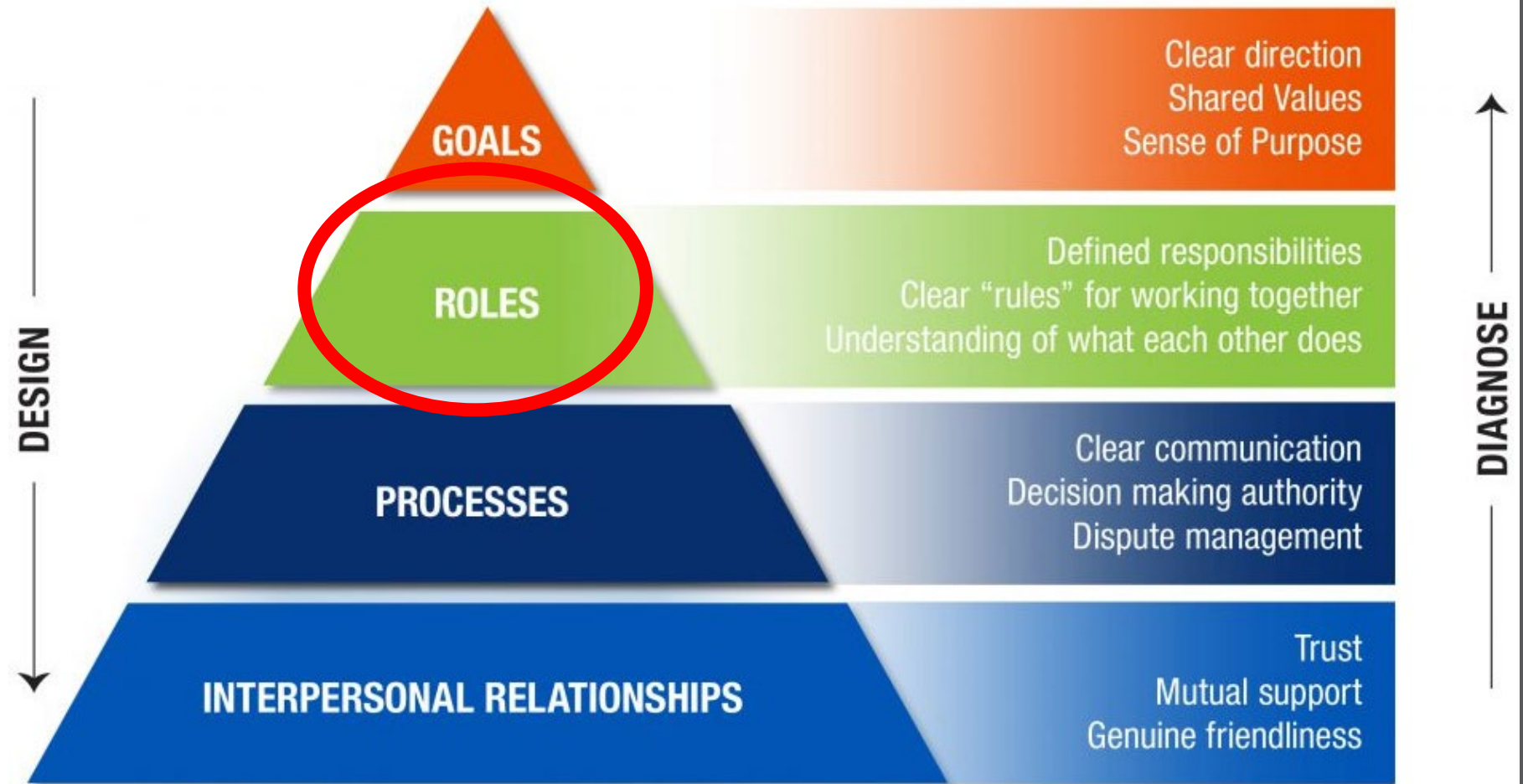
Roles - Four CliftonStrengths® Domains

- **Strategic Thinking Strengths:** Individuals focused on what could be.

- **Relationship Building Strengths:** Recognize strengths and bring the team together.

- **Influencing Strengths:** Take charge, speak up, and make sure others are heard. Sells and persuades.

- **Executing Strengths:** Make things happen. Can take an idea and make it reality.

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Roles - Enneagram

Team Effectiveness - GRPI Model

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Agendas, Meetings and Support

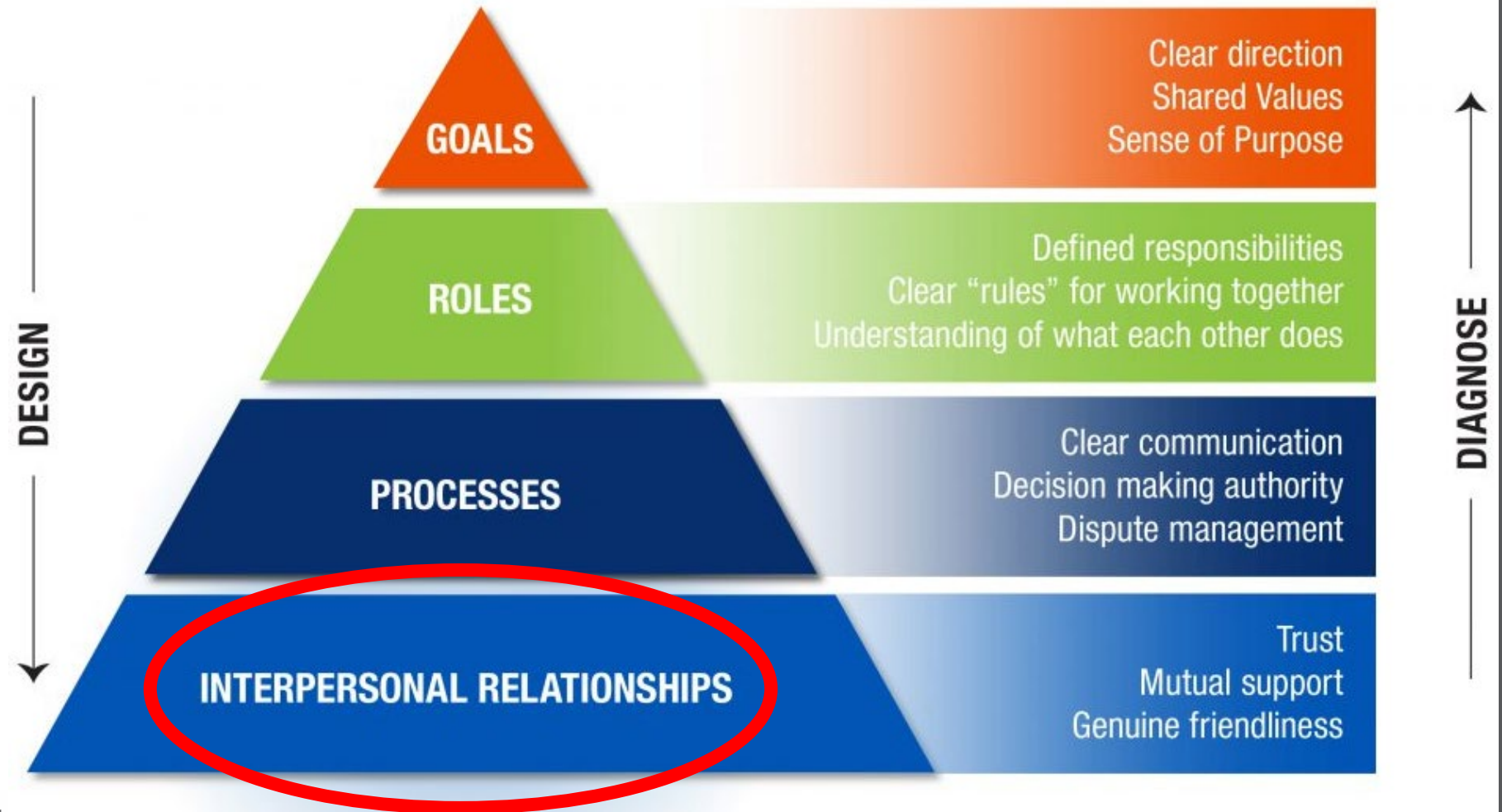| Question	Strongly Agree	Somewhat Agree	AGREE	Somewhat Disagree	Strongly Disagree	DISAGREE	Insufficient Knowledge
Agendas, Meetings and Support							
Meeting agendas reflect our role as the citizen's voice in education	63.6%	27.3%	90.9%	9.1%		9.1%	
Meeting agendas reflect our Board's mission and goals and align to United We Learn and the Big Ideas	90.9%		90.9%				9.1%
Meeting agendas build on past work to move the needle	63.6%	36.4%	100.0%				
Meeting agendas prioritize student achievement and well-being	81.8%	18.2%	100.0%				
I understand the process to submit and recommend items	63.6%	27.3%	90.9%	9.1%		9.1%	
Board spends adequate time on the right issues during meetings	54.6%	36.4%	90.9%	9.1%		9.1%	
Time of meeting accommodates my schedule	63.6%	18.2%	81.8%	18.2%		18.2%	
Frequency of board meetings is adequate	54.6%	27.3%	81.8%	9.1%	9.1%	18.2%	
I have enough time to review agendas	90.9%	9.1%	100.0%				
I have sufficient resources and materials to review before meetings	90.9%	9.1%	100.0%				
I receive the support needed to make informed decisions	72.7%	27.3%	100.0%				
The Board is served well by the SEA	90.9%	9.1%	100.0%				

Agendas, Meetings and Support

Comments

- Too much focus on technical issues; more time on "adaptive issues"

- New meeting schedule addresses tension between administrative matters and substantive items; two day meetings are tough

- "The focus of traditional board meetings is not how we improve instruction in KY"

Key Takeaways

- Board members feel like they're asked to "rubber stamp" items for work done prior to meetings (1); desire for more time spent on productive discussions and digging into data (3).

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Team Effectiveness - GRPI Model

GOALS — Clear direction / Shared Values / Sense of Purpose

ROLES — Defined responsibilities / Clear "rules" for working together / Understanding of what each other does

PROCESSES — Clear communication / Decision making authority / Dispute management

INTERPERSONAL RELATIONSHIPS — Trust / Mutual support / Genuine friendliness

DESIGN

DIAGNOSE

Collegiality and Collective Voice

Question	Strongly Agree	Somewhat Agree	AGREE	Somewhat Disagree	Strongly Disagree	DISAGREE	Insufficient Knowledge
Collegiality and Collective Voice							
Board engages in healthy, effective collaboration	72.7%	27.3%	100.0%				
When disagreement, Board can reach consensus effectively	81.8%	9.1%	90.9%				9.1%
Board operates in nonpartisan way	90.9%	9.1%	100.0%				
Board can make decisions effectively	90.9%	9.1%	100.0%				
I can easily engage in conversations and discussions	72.7%	18.2%	90.9%	9.1%		9.1%	

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Collegiality and Collective Voice

Comments

- "I am proud of the way our board interacts with one another"; "Board members are very collegial and professional"

- More informal conversations with KDE

- Issue is pace of meeting and lack of time for deep discussions

Key Takeaways

- Positive feedback on collegiality (2), but desire for more deep discussions and open dialogue around student success (1).

Stakeholder Engagement & Public Interaction

Question	Strongly Agree	Somewhat Agree	AGREE	Somewhat Disagree	Strongly Disagree	DISAGREE	Insufficient Knowledge
Stakeholder Engagement and Public Interaction							
Board provides the public with enough resources	54.6%	27.3%	81.8%				18.2%
Board convenes the right groups to inform decisions	72.7%	27.3%	100.0%				
Boards works well with other state agencies	72.7%	9.1%	81.8%				18.2%
Board has strategy for communicating with different stakeholders	45.5%	18.2%	63.6%	9.1%		9.1%	27.3%
Board receives valuable comments from public	36.4%	54.6%	90.9%	9.1%		9.1%	
Meetings are effective and accessible to the public	63.6%	27.3%	90.9%				9.1%
Public engagement is easy and accessible	63.6%	18.2%	81.8%	9.1%		9.1%	9.1%
Meetings provide ample time for public engagement	63.6%	36.4%	100.0%				
Board involves necessary stakeholders in policy process	72.7%	18.2%	90.9%				9.1%

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Stakeholder Engagement & Public Interaction

Comments

- More ways to encourage participation; "engagement with stakeholder groups happens more off-line"

- Address barriers for some stakeholder groups to participate (including ELL and special needs populations)

- "Our board is very collaborative with cross-agency partners and a variety of stakeholders across the commonwealth."

Key Takeaways

- More respondents noting disagreement or insufficient knowledge on section statements (7 of 9 questions)

- More accessibility for meetings/materials (3); more intentionality in engaging stakeholder groups (3)

- Positive cross-agency collaboration (1); lack of knowledge on public perception of access (2)

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Other Comments

- Lots of positivity about what members are **pleased** with

  - Depth of engagement with local accountability/portrait of a learner
  - Collaboration and willingness to discuss tough subjects
  - Progress on strategic plan and key goals

- Few **missed opportunities**

- Some desire for **more engagement** of legislators, business and community members, communication with full board

- Desire for **more data**

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Further Processing, Pondering, and Planning Needed

What are the key takeaways from the survey?

What short-term actions do we need to take?

What long-term planning is required to improve board operations?

what's the opposite of pondering?

discard, ignore, disregard, forget, neglect, agree, go along

Thesaurus.plus

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