

# Woodburn School Board

## Self-Evaluation Summary 2016

May 19, 2016

### Performance Standards from OSBA document

The Woodburn SD School Board ratings have been averaged from all five member's rating and comments collected on May 5, 2016. This feedback will be used for goal setting at our August Retreat.

#### Standard 1: LEADERSHIP: MISSION, VISION AND GOALS

The board of education annually reviews the districts vision and mission statements, and annually adopts board and district goals which support the district vision and mission.

**Summary Rating= 4.0.** Board members agree that the District Strategic Plan is our guide to action. We participate in an annual retreat and goal setting session. Superintendent Ransom's evaluation system is in place and completed annually.

#### Standard 2: POLICY AND GOVERNANCE

The board establishes and follows local policies, procedures and good governing practices.

**Summary Rating= 4.0.** Board members agree policies are reviewed and followed on a regular cycle in accordance with the OSBA Policy Subscription. The Board delegates all decisions regarding district operations, personnel management and procedures to the superintendent. The District hears very few grievances as policies are up to date and consistently followed.

#### Standard 3: COMMUNITY RELATIONS

The board establishes and promotes effective two way communication with parents, students, staff and community members.

**Summary Rating = 3.15.** Lengthy conversation conducted about this standard; Board members believe board meetings should be open and inviting to parents and that an interpreter should be present at meetings to translate proceedings. Some believe more presence in the community by board members would be valuable. Facebook invitations and a calendar of events accessible to board members would be helpful. Board appreciates the staff recognitions and wondered how to expand the concept. Perhaps focus on one or two parental groups each month enabling a conversation with the board.

#### Standard 4: CULTURAL RESPONSIVENESS AND EDUCATIONAL EQUITY

The board develops and promotes understanding and awareness of cultural diversity and ensures fair and equitable policies, practices and educational opportunities for all members of the educational community.

**Summary Rating= 3.3.** The Board acknowledges recruiting and attracting quality teachers of diversity to the school district is a challenge that the district is working hard to meet. The Board promotes diversity in staffing and supports instructional programs that meet the needs of all students including Dual Language, PK, All day K, individualized instruction, IB, AP, AVID, Biliteracy Seal and Small Schools at the HS, to name a few. Cultural diversity awareness/training for the board will continue.

### **Standard 5: ACCOUNTABILITY AND PERFORMANCE MONITORING**

The board constantly monitors progress towards district goals and compliance with written Board policies using data as the basis for assessment.

**Summary Rating = 3.2.** Board members requested number of reports shared in a meeting be limited so that meetings would not exceed 2 hours in length, yet did understand some reports are required by policy. Some board members would like a special meeting instead of a very long meeting. A template for presentations will be developed at the retreat. Reports requested 2-3 days in advance of meeting for prior review. The Board would appreciate available data being presented with references to goal setting; where we are now, where we are going and how we plan to get there. Some board members would like to be more impactful with Board to staff reward and recognition.

### **Standard 6: BOARD OPERATIONS – Meetings**

Board meetings are effective, efficient, orderly and respectful. The board members focus on the policy and governance roles of the board.

**Summary Rating = 3.65.** Board meetings are orderly, efficient and collegial focusing on the work of the district. Meetings should start on time, even if all members are not present at the published start time. Meetings follow a designated agenda and allow time for public input. Contracts are posted on line; a hard copy for board members would be valuable.

### **Standard 7: BOARD OPERATIONS – Board member communications**

Board members are all kept equally fully informed on matters of board business, and communicate with each other in a respectful and lawful manner.

**Summary Rating = 3.95.** Email communications provide information and agendas in advance of the meetings. Policy is followed so as not to hold discussions or decision making forums between meetings. Board actions occur at posted meetings.

### **Standard 8: BOARD OPERATIONS – Board-staff relations**

Board members are respectful of staff members in all communications and follow board- staff communication policy and procedures.

**Summary Rating = 4.0.** Board members are respectful of staff members and adhere to their roles per policy. School visits by Board members this year have enabled board members to more fully understand initiatives that teachers and staff are focusing on through professional learning community work to improve student achievement at all levels, as well as become familiar with the complexities of each school.

### **Standard 9: BOARD OPERATIONS – Board-superintendent relations**

The board and superintendent have an established operating agreement, treat each other honestly and respectfully and communicate openly in a professional manner.

**Summary Rating = 3.95.** A very effective working relationship exists between the board and Superintendent Chuck Ransom. One member expressed concern about an occasional tension or body language change in response to questions asked, Trust is at a high level as we are all committed to working in the best interests of the students.

**Standard 10: VALUES, ETHICS AND RESPONSIBILITY FOR SELF**

The board, collectively and individually, takes full responsibility for Board activity and behavior, the work it chooses to do and how it chooses to do the work.

**Summary Rating = 4.0.** Board members conduct themselves according to the roles and responsibilities assigned by policy. Each one behaves professionally, shares thoughts, asks questions and considers alternatives before a decision is made. Collectively and individually, board members are committed to the vision and mission of the WSD.

**Standard 11: BOARD SYSTEMATIC IMPROVEMENT**

The board participates in annual training and professional development, and at least annually participates as a team with the superintendent in a team building retreat focused on assessment and goals.

**Summary Rating = 3.9.** OSBA training sessions are utilized by newer board members in addition to the monthly work sessions in the district that are designed to deepen members' understanding of the current strengths and status of programs, achievement and needs in the schools. The board participates in an annual board retreat with the superintendent each August to review needs and set goals, in accordance with the strategic plan. School visits were a goal set for this year to provide board members an opportunity to learn about and observe initiatives in schools and students learning in action. The visits also enabled the board members to develop a context for understanding facilities, crowding and physical plant needs.

**Overall Average of Summary Ratings of Standards = 3.74**

*Ratings of Board Performance for these standards per OSBA:*

**0 UNACCEPTABLE 1 NEEDS IMPROVEMENT 2 GOOD 3 EXCELLENT 4 OUTSTANDING**