

**Red Wing Public Schools**  
2451 Eagle Ridge Drive  
Red Wing, MN 55066

Red Wing  
Public Schools  
ISD # 256



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### School Board Meeting Agenda Item

Topic: Board Self-Evaluation  
Contact(s):  
Presenter(s): Anna Ostendorf, Chair

#### Nature of Action Requested

Board Action  
Board Information or Report

<input type="checkbox"/>
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#### Background Information

Anna Ostendorf contacted the Minnesota School Board Association (MSBA) about options for conducting a board self-evaluation. MSBA's response:

"The School Board Self-Evaluation is intended to be an assessment and evaluation of the effectiveness of your entire Team (Superintendent and elected Board Members) taken as a whole, as opposed to an individual self-assessment. This may present some problems for the Board-Superintendent Team when they do the ratings. However, they should do the best they can to consider how the Board-Superintendent Team operates as a whole and on the average. In other words, one isolated instance where board performance was not particularly brilliant should not justify a low rating. However, a pattern of behavior would merit a high, average, or low rating. After all the completed forms have been received, MSBA will compute and chart the results.

There are two options from which your Board-Superintendent Team can choose. The first option is to receive a one-page summary that will provide an Overview Report (aggregated data) for each of the five *Standards of School Board Leadership*, upon which the questions are based. The standards are 1) Conduct & Ethics, 2) Vision, 3) Structure, 4) Accountability, and 5) Advocacy & Communication. This one-page report is available at no-cost to our members. Please note that it does not include any guided discussion or goal identifying with MSBA staff.

The second option will provide the Board-Superintendent Team with a more comprehensive report (27 pages in length). The Full Report is only available at a Board-Superintendent Team in-service, which would be facilitated by MSBA staff. An MSBA staff member will meet with your Board-Superintendent Team and lead a discussion of the results and how your Board-Superintendent Team can improve in those areas perceived as low as well as sustain those areas perceived as high. MSBA suggests this be done at a special meeting (work/study/learning session) to create a more relaxed, sharing atmosphere. At no point will any one person's scores be revealed to anyone else.

The Board-Superintendent Team will take the evaluation 4 – 6 weeks before the In-service. The in-service will last anywhere between 2-3 hours (longer, if needed) and allows the Board-Superintendent Team to see the disaggregated data for each one of the 72 questions of the evaluation. Part of the in-service would be spent identifying possible Board-Superintendent Team goals that align with the district's goals as outlined in your Strategic Plan.

During the In-service with the Board-Superintendent Team, MSBA staff will:

1. Review the Stages of Board Development
2. Review the Board Governance Model
3. Discuss the Development of a Strategic Governance Framework
4. Review the Standards of School Board Leadership
5. Review the School Board Self-Evaluation (SBSE) Full Report
6. Assist in Identifying Board-Superintendent Team Goals
7. Reference the Board's role in working with the Superintendent in setting Superintendent Goals
8. Discuss alignment of District Goals from the Strategic Plan with Board and Superintendent Goals

This option also includes a written summary of the in-service which the Board-Superintendent Team can use as they continue their own discussion to identify their Board-Superintendent Team goals. The cost for the Full Report, which includes the facilitated in-service, is \$995.

Currently, MSBA is conducting this service remotely, so if your board chooses to do the Full Report, the in-service will be conducted via virtual meeting. We have successfully conducted many of these remotely with other districts and it covers all the same content that we would discuss if we were in person.”

During this agenda topic, board members will discuss which option should be used and when the evaluation should be conducted.

#### Recommendation

Board members will develop a recommendation during discussion of the topic.