

## **Board of Education Self-Evaluation Summary Questions**

1. List areas of strengths. In what areas are we really doing well?

The Board demonstrates mutual respect for each other. This is fundamental to working together to achieve shared goals in the district.

- I feel we stay in our lanes. We take in the information presented by administration and act on it thoughtfully and timely.
- Have a good representation of the community we are serving.
- Made of a good mix of experience and “newbies” that complement each other well.
- Proactively work on and stay ahead of pressing budget issues that will be challenging us in the future. We are fortunate to have an administration that values and prioritizes this.
  
- Each of our Board members is committed to serving the students, staff, administration, parents and community.
- Our Board has a diversity of skills and professional backgrounds.
- Our Board is respectful of each other’s opinions and positions.
- Our Board comes well prepared for meetings, not only reading agendas and attached documents, but doing background preparation as well.
- The BOE has placed a high priority on communications and transparency with staff, parents, and community members.

One of our key strengths is our unwavering focus on student-centered outcomes. Both the board and the superintendent are well-aligned in ensuring that our discussions and decisions are grounded in how we are improving student outcomes. Our commitment to this shared goal keeps our conversations purposeful and impactful, ensuring every decision reflects how we best support our students’ success.

Another notable strength of our board is the consistently respectful and positive decorum among members, even when we have areas of disagreement. Discussions remain thoughtful, professional, and focused on what is best for the district. In addition, each board member is able to contribute meaningfully beyond their assigned committee, bringing insights and expertise to a wide range of topics. We have cultivated a culture where everyone feels empowered to share perspectives across the board’s work. This collaborative approach prevents silos, fosters richer dialogue, and leads to more balanced, well-informed decisions that ultimately benefit the entire district.

2. List areas where the board could improve.

While the superintendent's initiatives, like "Soup with the Sup," are commendable, we have a broader opportunity to foster a truly robust engagement model. We should develop a multidisciplinary approach that actively seeks input from a wide array of stakeholders: parents, community members, business owners, teachers, and staff. By creating multiple avenues, whether town halls, advisory panels, or forums, we can ensure diverse perspectives are heard rather than having a sense that the district is simply informing. Importantly, this engagement is critical for major matters like high school facility planning, upcoming referenda, and the future of 4K within our district. By grounding our decisions in broad-based, community-supported input, we'll ensure they reflect genuine public intent and deepen trust in our process.

We also need to address the board's decision-making efficiency, as deferred actions and delayed decisions have a compounding impact. When we hesitate or push matters down the road, we not only slow progress, but we risk losing momentum on key initiatives that directly support the district. These delays can have a ripple effect, stalling progress on critical goals and impacting our ability to deliver timely outcomes for students and staff. We have an opportunity to cultivate a more proactive and decisive approach, ensuring that when we face decisions, we act promptly. By doing so, we'll better align with our mission, ensuring consistent, forward-moving support for the district's goals and needs. Lastly, while our mission, values, and philosophy emphasize fostering a positive environment for all students, we must ensure this is fully enacted in practice. This means going beyond documentation, taking ongoing deliberate action to ensure all students, regardless of background, ability, circumstance, or financial means, are equally seen, valued, and supported. We must regularly assess how policies are applied and ensure we create spaces where every student, regardless of their personal circumstances, feels safe and empowered to thrive. This involves equipping staff and teachers with the tools to champion inclusivity in all its forms. By turning our values into tangible, everyday practices, we ensure positivity is not aspirational but a lived experience for every student we serve.

- Plan and organize a community engagement event to review, refine, and align our vision, mission and goals with the WCSD communities.
- Plan a community engagement with our WCSD communities to help define our plans for the high school.
- Continue to identify what the right metrics are to monitor to ensure we can have the greatest impact on student achievement.
- Develop a more meaningful evaluation process.

There can always be more time to brainstorm and discuss major decisions facing the district.

3. What would be the most important thing the board needs to work on first? What will have the greatest impact on student learning?

I think we need to engage with all stakeholders as we look to the High School Referendum; this may be in survey form, but followed by opportunities to dialogue with stakeholders.

- We need to establish to path forward for the high school campus.
- As mentioned above, identify the metrics that we really need to monitor.
- Thoughtfully have that top of mind as we make all decisions going forward – “what will have the greatest impact on student learning?” We may get sidetracked on issues, but if we use this as our guide then those choice may become clearer.
- Continue in the hard work of ensuring high student achievement, making student achievement our top priority, and continue making time at board meetings to monitor this progress and celebrate achievements.
- Engagement with our communities regarding vision, mission, and goals
- Engagement with our communities in addressing our high school facility needs
- Work with our 4K partners and community to develop a 4K program responsive to the needs of our community
- Prioritize legislative initiatives and developing relationships with the Legislature.
- Adopt a highly effective system for evaluating our superintendent and our BOE

The most important thing the board should work on first is strengthening our engagement with the broader community. By creating a robust, multidisciplinary approach to public input, parents, community members, business owners, teachers, and students, we ensure that our decisions align with the real needs and aspirations of those we serve. Prioritizing this will have the greatest impact on student outcomes because it ensures every major initiative, whether around referendum plans, high school development, or inclusivity, is grounded in shared understanding. With strong community alignment, we’ll make informed, timely decisions that directly support student success.

4. What do we need to learn about as a board team? Where can we get the information we need to improve? Who will teach us? When can we take the time to learn?

We need to start by deepening our understanding of best practices in governance and accountability. We can gain this knowledge through WASB and also from the Wisconsin Center for Education Research (WCER) at UW-Madison. These resources can teach us how to improve our decision-making efficiency while ensuring that we hold ourselves, the administration, and staff accountable. When we identify areas of opportunity, we need to set clear expectations and be firm in pushing for follow-through. Engaging outside partners, such as auditors, legal firms, or peer boards, can bolster accountability.

We must prioritize learning, attending WCER sessions or WASB workshops, ensuring we dedicate time on our calendar. By building this foundation, we'll be equipped to make timely, informed decisions and ensure accountability practices have a lasting impact on our students' success.

- Referendum: What will the community support, what can we afford?
  - Financial info provided by Steve Summers and our finance partners.
  - Engagement sessions and surveys to the community and staff
  - Continue to seek student, staff, and community input on issues of key concern
  
- I think the introduction on the book study is a great example of how this sort of thing could work. It sort has taken a back seat to other issues, but if the subject matter is right I think it is a great way for the board to collaborate, learn, and move forward on any number of topics.

I think the effort put into board coaching will help identify and direct us to identify what information we need.