

2017 Board 360 Feedback

For the past four years, the Board has sought feedback from a variety of stakeholders in order to better understand those they serve and to learn how to improve their Board work. The Board uses this input to develop their goals for the coming year.

In 2017, the Board published an online survey to retrieve opinions. The survey was open in June. Each year we have conducted this 360 evaluation, more participants have responded.

- 2017 – 43 respondents
- 2016 – 33 respondents
- 2015 – 24 respondents
- 2014 – 10 respondents (no online tool used)

360 Survey Results						
	Visionary Leadership	Instructional Improvement	Effective Management	Inclusive Practice	Ethical Leadership	Socio-Political Context
Exemplary	8	9	12	8	22	16
Successful	23	20	25	17	13	19
Emerging	10	9	5	16	8	4
Ineffective	1	2	0	2	0	3
Avg 360 2017	2.90	2.90	3.17	2.72	3.33	3.14

The following tables depict performance trends as reported by both the Board and district stakeholders.

Board Self-Evaluation Results						
	Visionary Leadership	Instructional Improvement	Effective Management	Inclusive Practice	Ethical Leadership	Socio-Political Context
Board Avg 2017	3	2.67	3	2.67	3.83	3
Board Avg 2016	2.86	2.57	2.43	2.14	3.57	3.00
Board Avg 2015	2.4	2.3	2.4	2.4	3.4	3.1
Board Avg 2014	2.7	2.5	2.6	2.9	3.7	3.2

360 Survey Results						
	Visionary Leadership	Instructional Improvement	Effective Management	Inclusive Practice	Ethical Leadership	Socio-Political Context
Avg 360 2017	2.90	2.90	3.17	2.72	3.33	3.14
Avg 360 2016	2.97	2.76	2.94	2.58	3.3	2.88
Avg 360 2015	2.7	3.1	3	2.8	3.4	3
Avg 2014 (Cabinet)	2	3	4	2	4	4

In addition to the questions regarding the Board’s performance standards, survey responders had the opportunity to answer three open-ended questions. Those questions and un-edited responses follow. Please note that Identifying information for community members or staff has been removed.

In which areas does the School Board work successfully?

Administrators

Budget and facilities related issues

The commitment of individual and collective Board members to excellence in the Beaverton School District is admirable. Each member is respected for integrity, thoughtfulness and dedication.

The leadership of the School Board in our continued conversation around equity is much appreciated.

The School Board works collaboratively with key stakeholders, particularly with district staff. The board also seems more connected with one another than in previous years. They have a common vision and board members work together to follow through on that vision. They are a cohesive group with a very strong and competent chair or leader. Anne has done an amazing job bringing all voices together to allow for such consistency in the implementation of a common vision.

I appreciate the cohesiveness of the Board in sustaining the District's ongoing mission and vision. Our Board does an exceptional job advocating for our community and ensuring engagement.

Political advocacy,

Community relations

All areas. I believe our school board does an amazing job!

community outreach and responsive stewardship.

There is no doubt the Board is fully united in their desire to improve student outcomes.

A commitment to equity, though progress is slow... sincere listening to various stakeholders... leading with integrity

Responsiveness to the community

Staying within the role and functions of a school board. Not over-reaching authority, but maintaining and striving for clarity in actions within their scope of responsibilities.

Being consistent with the Strategic Plan really helps us stay focused as an organization.

Community Members, Parents, and Students

Galvanizing the community to "buy in" the importance of public education

Maintaining a focus on all students. This is incredibly difficult to do given the wide variety of needs, but the board continues to deliver on the big picture.

collaboration with other government agencies

Putting students welfare ahead of real estate developer's profits.

In the high level administrative functions, interacting with other Board members, the Superintendent, and the Cabinet members, towards leading the district.

Effectively accountable as transparent elected officials.

That's a question I ask every time I look at school board meeting recaps. There doesn't seem to be any clear picture of accomplishments of the board.

Allowing for schools to have their own character and approach while still maintaining excellence.

The amount of time and energy the board puts into such a broad range of topics in what is a volunteer position is remarkable, and all board members should be continually commended for dedicating your time in this way.

"I have appreciated the time and care to include all voices. I have appreciated that there have been interpreters available to the meetings that I have gone to. I have loved talking to Donna Tyner and hearing her perspective and her hearing mine. I felt valued and honored by her."

Working with LGBT

Teachers and Other Staff

Listening to public and partner concerns and interests.

I think the School Board is very innovative and forward thinking.

The School Board does a great job looking at societal pressures/mores and responding in a culturally responsive manner. The School Board also does a great job working with the district team to manage its resources in an efficient and mindful way. While creating a culture of continuous learning can be challenging (especially in the middle school and high school environments), I believe that the district mostly meets the challenge of creating an environment where students are interested in learning.

the board listened carefully on boundary zone issues , statewide promoting of more \$ in K-12 budget

In which areas does the School Board need to continue developing?

Administrators

Limit your work to vision, policy, and supervision of the Superintendent

The loudest voices in the community tend to come from some of our most entitled and privileged populations. We rely on the Board to continually represent the voices that may not be in the room as vigorously as those who may be the loudest. The Board can continue to challenge our District to examine our practices and ensure that we are careful stewards of the community's trust by ensuring resources and energy are devoted to truly closing opportunity gaps for all our students.

Strengthen relationships with community and staff.

Continue to let district management do their jobs (getting much better)

Less micro managing, you have great people, trust them.

Being more responsive and reflective of all groups of students.

Is the Board united on a vision of learning for the District? I ask because staff are often confused on what the Board is looking for, e.g. school reports, data requests, etc.

Don't lose sight that the greatest impact on students is quality teaching...sometimes we are so "program rich" we neglect the support, nurturing and accountability that come with great classroom teaching. And, as we dig deep into issues of grad rate and students doing poorly, issues of poverty, race and motivation (lack of connection) are most pronounced.

Focus on specific outcomes. Trust in leadership to deliver those outcomes.

As new members are brought on make sure it is a collaborative, cohesive group.

Understanding the larger socio-political context. It is complex and ever changing.

Understanding the role of the board is to ensure the district implements policies with fidelity, but not to get involved at the practice/procedural levels.

Continue to hone the strategic plan measures. Ensuring that what is reviewed, really matters.

Community Members, Parents, and Students

- Bathrooms! Also, abolish community at Westview.
- Continue or even expand interactions with governing bodies of other local governments and school boards of neighboring districts as well as state and regional representatives.
- more communication from board members
- SB needs to set the tone for staff on the importance of individual student success, and not manage them like cattle.
- Transparency of operations and critical decision making processes. Involvement of all levels of instructional professionals in content and direction. Greater knowledge of key instructional areas, and the impact on the success of students.
- Continue to engage the public, even when often difficult and uncomfortable.

- TRANSPARENCY! There are just too many "Board only" meetings and secret conferences that lead to decisions being mad.
- Transparency, accountability, effective communication, Title IX issues
- The board needs to do a much better job of holding the district staff accountable for poor work and behavior that is unresponsive to the community. This is only going to occur if you are willing to call them out in open meetings for this work, and vote no on things where this behavior has occurred.
- "Equity issues of spending. Our title I schools had 8-10-13 people cut this year while our non-title schools had zero to none cuts in teachers.

We need to look at the retention of teacher of color and how do we support our staff of color to further aspirations into positions of leadership and administration. Right now our district administration is white and very little diversity.

Supporting our staff of color in participating in programs like OALA (right now, we are the only district not paying the OALA participants subs for the trainings, they have to take personal days). Once our staff gets into these programs we need to ask them what are their aspirations and provide mentorship for them.

We need to promote pathways to college through partnerships for our high school students. We need to continue to bring BTP, PTP, Western ...

We need to recognize that bilingual programs and AVID are both important equity strategies.

We need to support our immigrant families and to address issues of injustice and prejudice with statements directly from the school board as to the districts non-support of violence in our communities so that the message (which is obvious) is heard out loud by our community."

Teachers and Other Staff

Dealing with poverty issues/ race/immigrant issues. Equity issues between haves and have not schools.

Developing policy and practice that encourages and supports building administrators and teachers in their efforts to ensure safe and welcoming learning environments and equitable instructional and assessment practices for all of our students.

Promote connection between health and academic achievement and work with stakeholders to advocate for and promote the opportunities for activity before, during and after school.

Sometimes they get stuck in the weeds . . . but Anne does a great job of pulling folks back up!

I think the Board puts a lot of emphasis on being inclusive and meeting the needs of marginalized students and families, but those families and students who are in the middle kind of get lost in the mix.

It can be hard to tell from the outside, but I worry that there are employees in the district who are more interested in the status quo rather than on change and improvement. I fear that those staff members could be putting a "happy face" on things to the board rather than allowing the board to see where improvement and change is needed. In my conversations with folks throughout the district, there is concern about Title IX issues (thank you for starting to work on that), facilities rental charges (why SO much for non-profit activities) and guarantees of safety for our vulnerable communities. Those are only the issues that come to mind. (I won't even get into boundary adjustments.) I think, and I hope the

board thinks, that it's better to get the truth from district staff rather than simply presentation-positive statistics.

How could the Board better engage with Beaverton stakeholders?

Administrators

Assume those with a political voice will exercise it whether you want to hear it or not. You should make deliberate efforts to hear the voices of those without any political power.

The Board does a wonderful job of connecting with schools, teachers, community and students. All efforts to maintain a close relationship with those closest to the work our of our core mission are encouraged.

Continue to engage diverse populations in conversations in venues and opportunities beyond school board meetings and hearing sessions. I think the School Board is moving in the right direction, but the loudest voices still have more power than the majority of BSD families.

The board does a great job reaching out to the different stakeholders. This is evident in their ability to pass levies and bonds. Hopefully they will be able to continue this collaboration for future levies and bonds.

I think there have been many effective efforts in this area, however, there is always work to do to engage differently and with a broader range of stakeholders. Community partnerships are working and the Board needs to continue to widen these.

It is working now----

You do great here, maybe too well. At times you give the public what they want over best practice.

I think they do a great job of engaging with the community.

I think the Board does an exemplary job in this area. You are a group of extremely accomplished and dedicated individuals.

Hmm... hard to say as each of you is so approachable.

I feel the school board has always reached out to the District community and done an excellent job engaging.

Communicating with and getting to know our diverse stakeholders.

empower those who have been historically marginalized instead of just listening to and catering to those who have social and cultural capital

Our board is very involved in our community. Being a body of people representing all interests is enormous. Openness to new ways of doing our work are always invited and sought. Continuing to assist us to improve district practices to support all students continues to be essential. Reaching our minority residents continues to be our biggest challenge.

Community Members, Parents, and Students

more social media

Engage with stakeholders, putting children's success first.

Being more visible and accepting towards the stakeholders.

Keep doing what you have been doing and implementing

Open meetings in neutral locations with the ability to interact.

Quality communication

Most of the engagement opportunities with the public are for show. To make this meaningful, the community needs to be given the opportunity to make decisions, not simply rubber stamp decisions the district staff made months prior.

Come to our schools, walk around at the end of the day and talk to us the parents and to the staff.

Hold information sessions for Hispanic students on how to deal with ICE.

Teachers and Other Staff

- Ask. You do that already really well, but keep doing it and ask more, more often with different people. An easy thing to do when you're a volunteer board :-)
- In my time in this position I have seen the Board continue to build better communication with our stakeholders every year. They are constantly improving and the district works hard to collaborate with them.
- Communicate ahead of school visits and publicize them so that the community can see you out in schools, instead of just at meetings.
- As a PYP Coordinator, I have had the unique opportunity to guide a staff toward exploring and implementing IB and then join an authorized IB school. From my point of view, I believe the PYP framework truly provides the opportunity and for best practices, valued by our district, to flourish. It is my goal to invite BSD board members to visit our school and show members the incredible learning taking place in an IB elementary school next year.
- Having a response to presentations after public participation portion; I know board can not act but seems uncaring to not respond by at least acknowledging their concerns. When board members just move on to other events that they have covered many patrons do not understand and feel that they do not care about the issues being brought up. For example, when students presented on BSD becoming a Sanctuary District they deserved to hear feedback and appreciation. Also, at last board meeting people supporting the Chinese Saturday School seemed confused that no one spoke up after all they said. Again, no one is expecting a decision but appearances matter and when the board talks on and on about prior events, awards, conferences they have attended without even recognizing the appeals just made to them it can leave people quite frustrated and ignored-even if that is not what is intended.
- "Board members should attempt to visit at least one PTC/PTO meeting at each of their schools each year. In those visits, they should come with a presentation about what the key priorities are for the district/board during that school year.

In addition, I'd like to see the board members have lunch with school staff. There is such frankness in the staff room that you're bound to hear about the REAL school issues. That should help pierce the balloon of false positivity that could be coming from district staff.

Finally, another suggestion would be to host the occasional town hall with your zone, much as our state and federal representatives do. In our new era of civic engagement, I think you'd get a decent audience at these events - which could be in a school cafeteria OR in a local coffee shop.

I don't know if there is a requirement for how many events are attended by each board member, but some board members really stand out for their commitment to the position and to the community. I realize that it's a time commitment, but if you got elected to the job, that's what you signed up for."

What other feedback do you have for the Board?

Administrators

I am proud to work in Beaverton and under the leadership of this Board. The relationship the Board has with the District is appropriately respectful, professional and supportive.

I believe the School Board members across the board are outstanding leaders, are doing great work, and believe in the work of the buildings, staff and students. I am proud to say that I work in BSD and that my work is aligned with the mission and work of the School Board. Good work!

Thanks for all you do especially in these tough political times. You have been such a huge support for our students and families.

I want you to know that I am grateful for your leadership. Your role is essential to a high-functioning school system. Thank you for providing us with stability and consistency!

Do not lose key district leaders

For the most part you are great.

Thank you... I trust you and admire your work

Thank you for your leadership in identifying a new superintendent. This is probably the most important thing the School Board has done this year.

Appreciate the open dialogue and engagement with the board.

Community Members, Parents, and Students

Be visible and accessible to your constituents

Thank you for all that you do for the district.

"Thank you for your work. Thank you to Donna T. for being a beacon of equity in our district. Continue to use your voice for our children. We need you as a part of the board and thank you to the other alias."

Stick with the 2 minute time limit at board meetings!

Thank you for your work to help make the learning experience for Beaverton School District students the best it can be.

Eliminate the time consuming hashing and rehashing of critical discussion, without offering transparency of decisions relative to the discussions. Eliminate the Cabinet as the final, and secret, final votes on all decisions for the District.

You're doing a very nice job under challenging and difficult times.

Gather consensus on the need for more school funding from the state. It doesn't look good at all to offer a Letter to the Editor that is not signed by all Board members. If you don't believe in more funding for schools, you should not be serving on our School Board.

Teachers and Other Staff

Thank you for your dedicated work!

District should consider ending having district wide school board elections and actually run in neighborhood zone only. This could lead to more diversity on the board and to reach out more to constituents they "represent".

I appreciate the naming of the new elementary school after an important historical legacy--a step towards honoring our diverse history.

You guys put in so much time and effort to be effective school board directors. I don't think many people understand how much effort is involved, so I want you to know that at least one of your constituents has noticed and is appreciative.