

2016 Board 360 Feedback

For the past three 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 2016, the Board published an online survey to retrieve opinions. The survey was open June-August. Each year we have conducted this 360 evaluation, more participants have responded.

- 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	7	5	5	4	14	7
Successful	19	17	23	13	16	17
Emerging	6	9	3	14	2	7
Ineffective	1	2	2	2	1	2
Avg 360 2016	2.97	2.76	2.94	2.58	3.3	2.88
Difference from Board self-report	+0.11	+0.19	+0.51	+0.43	-0.27	-0.12

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 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 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.

In which areas does the School Board work successfully?

Administrators

- The Board has made great strides in assuring work is targeted and focused on student outcomes. They also appear to be working well together. This kind of leadership will allow staff to achieve Board goals.
- With so many new board members this year the learning curve of the board has been impressive. The board seems to be inclusive, thoughtful, and focused on the work that is important. The board has worked diligently to hire a superintendent, and that work is noticed as a positive.
- "Visioning and support to district needs. For the most part, the Board does a good job of keeping their work at a policy level. Board members appear to really care for the well-being of our school administrators and school communities.

Board meetings are run extremely well and you conduct our business in a timely fashion, thus respecting the audience's time.

Continue the staff and student recognition at the Board meetings.

It's great to see our high school students weigh-in on topics as advisory."

- Hiring Paula was brilliant.
- The Board displays a high degree of integrity in interactions with both the community and staff. Sometimes, a challenge for board members can be to understand their role in connecting community members to the appropriate staff for issue resolution, and this is an area where the board has improved over time.
- The legislative advocacy of the school board has been remarkable. Additionally the school board does a good job of referring community complaints to the appropriate personnel to resolve these problems.
- The School Board is thoughtful and proactive in eliciting input from stakeholder groups.
- "Being well-prepared for Board Meetings.
Advocacy for funding and other important issues.
Focus on students."
- "The hiring of both the interim and new superintendent were stellar decisions resulting from a tremendous amount of work by Board members.

The Board serves the community very well as stewards of resources."

- It appears that this board functions well as a team. They are very collaborative, cohesive, and they work well with the public in the sense that they are great at fielding complaints from the community and not reacting too quickly. The board is poised and they truly make informed decisions. They understand their role and they know their boundaries.
- The School Board effectively communicates a vision for the district with a clear district goal and supporting district pillars to help support that goal. The School Board also effectively gathers input from many stakeholders regarding that vision and works to provide examples of what this looks like in action. I appreciate their work to communicate and take feedback on the vision and goals of the district. Visionary leadership has been strong from the School Board.
- Promoting the eradication of the achievement gap... we are NOT there but I appreciate the commitment to this.
- Acknowledging that further support is necessary at particular schools like Aloha High School.
- Visionary leadership - SB constantly articulates the "why" of SB function at the board meetings
- " - Budgeting and making connections between the budget and stated priorities
- Bond planning, accountability"

Community Members and Parents

With engaging community partners.

expressing support for students.

The Board members seem to value what the community values in a successful public school system and is on the same page with parents and school staff.

communication

In advocating for the students in most instances. Strong development of community resources.

I am very impressed with the school board's personal dedication and efforts they make to understand the many complex challenges faced by the Beaverton School District.

Teachers and Other Staff

with community partners, making sure everyone who governs in Beaverton is included

Frequent communication with the community and working towards excellence.

Listening to the community, relationship with superintendent, getting out to schools to see what is happening, working on equity.

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

Administrators

Please continue to refine, strengthen and promote the Strategic Plan so it is well understood and becomes part of the fabric of the schools and community. It will drive decision-making, budgeting and future levy and bond requests.

Issues of equity; the board should strive to reflect the diversity of our district. This may include a Board advisory team of parents who represent culturally diverse communities within our district; this group could meet monthly or every other month.

Please ask professionals in the district when you have questions.

There is a tremendous amount of operational work in an organization the size of BSD. While this is important, it would be a benefit to think about how the board works with student achievement data in their decision making process. For example: recent board meeting public comments have brought up discrepancies in the method of math instruction. If there were data the board could consume, it could help the board conversation.

The school board continues to need to work on their focus on how best to support historically under represented students who do not have strong advocates in the community.

Continue to develop understanding of district needs and areas of focus to support decision making.

Leave management of the district to the administration.

The board does a great job of this but there is always room for improvement...incorporating, infiltrating, and infusing EQUITY into everything and anything we do as a district.

I recommend the School Board raise the priority of teaching and learning. Effective teachers and administrators are the most critical factors to student learning, and this seems to have equal footing with community partnerships and technology (ie devices). Professional development needs to be a much higher priority in order to build the capacity of our educators (example - the 5D/CEL work, ELA and Math PD, etc) Yet, every year this has to be fought for in the budget process.

It sometimes seems that board members might possess different views of what equity really means... it might be wise to discuss this issue among one another, at depth.

Further support on moving toward early release and allowing for collaboration time at all schools.

SB can improve in the area of instructional improvement by understanding the role of SB by keeping at the policy level, not at the practice/weeds level

Push the district leadership around the stated priorities and making progress towards achieving each

Community Members and Parents

- Putting the students ahead of maximizing developers' profits.

- "The Board needs to hold administration accountable, with expectations that they carry the district to success by staying up to date with educational innovations and operating in a transparent, efficient and ethical manner recognizing that the way things used to operate or be may no longer be acceptable or relevant.

The answer to all endeavors of the district should be: is it in the best interests of our students, period. "

- Class room size. More wood shops.
- The Board lost 2 people but still has some strong and dedicated leaders who are keeping a good course. Obviously it was a very challenging year with the bond/HS issues, boundary challenges and superintendent leaving. I think the Board did the best job they could with what they were given. You should take the time for a day-long (at least) retreat with your new Superintendent to enable a running start to 2016-17.
- Communication. Strength in the face of adversity and pressures of the Board responsibilities. More transparency in the processes and directives of the cabinet and the paths of the District being set by it.
- The Beaverton School District has a severe educational gap indicated by graduation rate, college attendance rate and a lack of published data on post-secondary educational success. Even the best BSD schools rank poorly compared to national and international standards. I hope the school board could narrow the school districts' focus to the quality of education.

Teachers and Other Staff

Be present at community events

Addressing the achievement gap and working towards equity and opportunities for success for all students.

Being involved in the big picture of facilities as the abundant growth continues.

What other feedback do you have for the Board?

Administrators

I thank you for your work, and my feedback is to keep up the work! It is good, valued, and thoughtful. Thank you.

You seem to work very well as a team in supporting our superintendents. I look forward to your work with Don Grotting.

Board members are not compensated for their work, and the amount of time and attention you all give is a great credit to your care of the instruction of our children, and also your desire to serve your communities. Know that you are appreciated for your leadership and countless hours of service to BSD.

We thank you for your service!

Thank you for your service and leadership. You have led gracefully during a challenging transition. Amazing accomplishment to hire both an interim and permanent superintendent in record time. Looking forward to not losing momentum.

The fact that you are asking for feedback from the community is HUGE! In the 15 years here in the district, we have not received a survey like this from the board. THANK YOU for being open to this feedback. It speaks volumes to your confidence, integrity, and transparency. We totally trust the board and the decisions that are made at that level.

A reminder that the School Board will always hear from those in the community that are unhappy - they can be very loud and very demanding. This is only a small percentage of our constituents. We have many students, parents, and teachers that we do not hear from that are strong supporters of the work in BSD schools. I appreciate that the School Board always listens but keeping this factor in mind while making decisions is critical.

Thank you... you are selfless and dedicated public servants... appreciate your strong leadership.

I'd encourage you to think about ways to intentionally solicit the voices of historically marginalized community members

Community Members and Parents

It is difficult for me to respond to these questions because I see such a small slice of the Board's activities. Based on what I do see, I consider the Board to be successful. I don't, however, feel that I have enough data to allow me to say anything more.

The board is awesome and presents a united front to the community. The speed in which you found a new superintendent was amazing. Thanks for taking on this very important community role.

Board members represent zones and they should connect with the parents, students and school staff of those zones as much as possible. Get to know them, communicate with them and engage with them so as to properly represent them and also to help citizens properly engage in the elected-official system they are a part of.

Thank you for keeping Physical Activity a priority. It is a proven way to increase kids' achievement, health and emotional wellness. Please work to maintain that focus, despite PERS headwinds.

Stand up for the good of the District and make tough decisions in the face of opposition.

Please motivate the new superintendent to transform Beaverton School District into an excellent educational system. Our "4 Pillars of Learning" show the lack of focus and self-delusion that will not result in improving our schools.

Teachers and Other Staff

Appreciate the many hours of service with the best interest of kids in mind.