



**TO:** School Board Members

**FROM:** Byron Schwab, Chair of Board Results Committee

**DATE:** December 8, 2025

**SUBJECT:** Summary of 2025 School Board Self-Evaluation

### **BACKGROUND**

Annually, the ISD 197 School Board complete a self-evaluation. Board members completed the self-evaluation by November 6, 2025. Results were compiled and shared with the board. Tonight the board will provide a public report including a summary of the ratings and themes held by a majority of the board. The board rated themselves in five different competencies on a scale from strongly agree to strongly disagree.

Competency #1 evaluates the Board's performance in developing and maintaining a trusting relationship between the Board and the Superintendent and individual board members and the need for ongoing open and honest communication and collaboration. Ratings were 71.43% strongly agree, and 28.57% agree.

Competency #2 evaluates the Board's performance in working with the Superintendent to formulate district policy, defining mutual expectations of performance with the Superintendent, and demonstrating good school governance to all district stakeholders. Ratings were 71.43% strongly agree, 14.29% agree, and 14.29% disagree.

Competency #3 evaluates the Board's performance in understanding and the modeling of appropriate value systems, ethics, and moral leadership. Ratings were 100% strongly agree.

Competency #4 evaluates the Board's performance in developing each board member's understanding of broad educational issues, trends, and best practices. Rating were 42.86% strongly agree, and 57.14 % agree.

Competency #5 evaluates the Board's performance in thoughtfully planning for the future and regularly making necessary adjustments to ensure continuous progress toward achieving stated goals. Ratings were 85.71% strongly agree, and 14.29% agree.

Themes that were present in a majority of the board's open-ended responses regarding areas of strength include: The Board demonstrates high functionality and strong collaboration, grounded in trust and respectful communication with the Superintendent. There is strong consensus that the Board maintains high ethical standards, particularly concerning confidentiality, and practices open

and transparent communication. Furthermore, the Board is effective, evidenced by efficient, well-prepared meetings and a clear, mission-driven strategic focus. Governance practices are data-informed and centered on student outcomes and continuous improvement.

Themes that were present in a majority of the board's open-ended responses regarding areas of needed improvement/attention include: While individual comments suggest opportunities for growth in various competencies, there is no single area identified by a majority of board as needing further development or improvement. That said, the board will identify board goals for 2026 tied to the strategic framework, recognizing the board's need to continuously improve.

## **RESOLUTION**

No resolution needed. This is an update only.