

Standards Based Evaluations

- 1. Superintendent Performance**
- 2. District Performance**
- 3. Board Performance**

2012 MRSD Board Leadership Review - Superintendent Performance

Instructions - Superintendent Performance

As a part of the Molalla River SD Annual Performance Review, the following questions relate to strengths and weaknesses in key areas of leadership, communication and procedures for the Superintendent's performance.

In each of the standards listed below, please rate the superintendent's performance. Do not speculate or guess if you do not know. We have provided a "not applicable" (N/A) option. While you are completing the survey questions you will be able to return to previous pages if you wish to review or change your answers. If you need to leave a page during your ratings, the last page where you clicked "next" will be saved so long as you have "cookies" enabled on your computer. You may return to your work later on the same computer. However, once you complete the survey and submit the results, you will not be able to revise your responses.

Please respond to the statements below using the following rating scale. Mark your choice by clicking in the buttons below each statement. You may explain your rating in the Comments section at the end of the survey. Feel free to provide examples of "Outstanding" performance also in the Comments section.

- 5 - Outstanding
- 4 - Excellent
- 3 - Satisfactory
- 2 - Needs Improvement
- 1 - Unsatisfactory

Use the following definitions for your ratings:

"Outstanding" - Performance serves as a model for others to follow

"Excellent" - Performance consistently exceeds expectations

"Satisfactory" - Performance consistently meets expectations

"Needs Improvement" - Performance inconsistently meets expectations; improvement is needed to meet expectations consistently

"Unsatisfactory" - Performance consistently does not meet expectations

Results will be compiled and a report of the overall results reported to the board and superintendent without identifying individuals who have responded.

Thank you.

2012 MRSD Board Leadership Review - Superintendent Performance

Respondent Information

**Please give us your contact information in case we have questions about your responses.
Your contact information is confidential and will not be shared with anyone.**

Name:

Email:

2012 MRSD Board Leadership Review - Superintendent Performance

Superintendent Performance

Standard 1: CURRICULUM AND INSTRUCTION

A superintendent is an educational leader who promotes the success of all students by facilitating the development, articulation, implementation and stewardship of a vision of learning that is shared and supported by the school community.

Performance Indicators:

- Implement processes to monitor and assess the district wide implementation of curriculum, instruction, and assessment.
- Provide for high-quality, professional development for all staff aligned with district goals.
- Develop a comprehensive assessment system that includes both formative and summative assessments.
- Identify and support effective instructional practices and innovations based on data and research.
- Make sure curriculum development is aligned with district goals, needs, and state academic content standards.
- Set specific achievement targets for schools and students, while ensuring that consistent use of research-based instructional strategies in all classrooms are implemented to reach the targets.
- Create processes for using student data to improve instruction.
- Ensure that the district curriculum, instruction and assessment program is designed to provide full access and opportunity to all students.

Please rate the Superintendent's Performance for this Standard:

	Outstanding (5)	Excellent (4)	Satisfactory (3)	Needs Improvement (2)	Unsatisfactory (1)	N/A
Rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Explain all ratings of 2 or lower):

2012 MRSD Board Leadership Review - Superintendent Performance

Superintendent Performance

Standard 2: DISTRICT GOALS

A superintendent is an educational leader who promotes the success of all students by defining mutual expectations of performance with the board for student performance and operations of the District.

Performance Indicators:

- Develop - - - with the Board- - - goals for the District based on the assessed needs of the school system.
- Focus on developing a comprehensive, long range plan based on input from stakeholder groups.
- Set goals that encourage positive public participation in the school system.
- Focus the District's Leadership Team – Board and Administrative Team – in an annual review of the District's goals to measure progress toward meeting those goals.

Please rate the Superintendent's Performance for this Standard:

	Outstanding (5)	Excellent (4)	Satisfactory (3)	Needs Improvement (2)	Unsatisfactory (1)	N/A
Rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Explain all ratings of 2 or lower):

2012 MRSD Board Leadership Review - Superintendent Performance

Superintendent Performance

Standard 3: LEADERSHIP

A superintendent is an educational leader who promotes the success of all students by demonstrating effective leadership to staff and the community at large, and modeling ethics and moral leadership.

Performance Indicators:

- Provide leadership with the Board for defining superintendent and Board roles, mutual expectations, and procedures for working together.
- Ensure that policies, procedures, and work plan rules are uniformly observed and enforced.
- Develop a system of monitoring that includes regular policy review, assessment of policy impact, and revision of policy.
- Develop a system for policy implementation through the development of administrative procedures and/or guidelines.
- Exhibit multicultural and ethnic understanding.
- Coordinate social agencies and human services to help students grow and develop as caring, informed citizens.
- Partner with families and community groups to remove barriers to learning.
- Meet the intellectual, social, and developmental needs of students.
- Conduct oneself in an ethical, trustworthy, and professional manner in the school environment, with the Board and with the community.

Please rate the Superintendent's Performance for this Standard:

	Outstanding (5)	Excellent (4)	Satisfactory (3)	Needs Improvement (2)	Unsatisfactory (1)	N/A
Rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Explain all ratings of 2 or lower):

2012 MRSD Board Leadership Review - Superintendent Performance

Superintendent Performance

Standard 4: ORGANIZATIONAL MANAGEMENT

A superintendent is an educational leader who promotes the success of all students by gathering and analyzing data for decision making and demonstrates the skills necessary to meet internal and external stakeholder expectations to effectively allocate resources and manage the organization efficiently.

Performance Indicators:

- Provide direction and support for periodic review of curriculum and school policies and procedures.
- Analyze and report on student achievement, attendance, and graduation rates.
- Monitor distribution of district resources based on the district's goals and school improvement plan.
- Ensure that facilities and equipment are in good repair.
- Implement both short-term and long-term plans to address facilities and equipment.

Please rate the Superintendent's Performance for this Standard:

	Outstanding (5)	Excellent (4)	Satisfactory (3)	Needs Improvement (2)	Unsatisfactory (1)	N/A
Rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Explain all ratings of 2 or lower):

2012 MRSD Board Leadership Review - Superintendent Performance

Superintendent Performance

Standard 5: HUMAN RESOURCES MANAGEMENT

A superintendent is an educational leader who promotes the success of all students by demonstrating skills in developing and implementing a staff performance evaluation system and also in applying ethical, contractual and legal requirements for personnel selection, development, retention, promotion and dismissal.

Performance Indicators:

- Oversee human resources, including but not limited to forecasting staff needs, making staff assignments, maintaining personnel records, and honoring negotiated agreements.
- Provide job-embedded and job-enabling, professional development for all staff aligned with district goals.
- Recruit, develop, evaluate, and retain quality staff, while overseeing human resource management.
- Organize staff time and schedules focused on district instructional goals and hold staff accountable for student performance.
- Communicate a positive attitude to, and about the ability of personnel (certified and classified staff) to accomplish positive student outcomes.
- Establish procedures to screen, interview, and select staff based on district goals.
- Develop and implement a system for staff performance reviews.

Please rate the Superintendent's Performance for this Standard:

	Outstanding (5)	Excellent (4)	Satisfactory (3)	Needs Improvement (2)	Unsatisfactory (1)	N/A
Rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Explain all ratings of 2 or lower):

2012 MRSD Board Leadership Review - Superintendent Performance

Superintendent Performance

Standard 6: DISTRICT CULTURE

A superintendent is an educational leader who promotes the success of all students by advocating, nurturing and sustaining a school culture and instructional program conducive to student learning and staff professional development in a safe, efficient, and effective learning environment.

Performance Indicators:

- Set priorities in the context of improving student achievement.
- Articulate and promote high expectations for teaching and student learning.
- Develop, communicate, and implement a collective vision of comprehensive school improvement.
- Focus the staff and community on the school improvement plan and change efforts.
- Examine student achievement data, disaggregate data, and create improvement plans.
- Develop and offer opportunities that respond to staffs' needs for professional development.
- Ensure that facilities are inspected and maintained to address potential security issues.

Please rate the Superintendent's Performance for this Standard:

	Outstanding (5)	Excellent (4)	Satisfactory (3)	Needs Improvement (2)	Unsatisfactory (1)	N/A
Rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Explain all ratings of 2 or lower):

2012 MRSD Board Leadership Review - Superintendent Performance

Superintendent Performance

Standard 7: COMMUNICATION AND COMMUNITY RELATIONS

A superintendent is an educational leader who promotes the success of all students by collaborating with families and community members, responding to diverse community interests and needs and mobilizing community resources.

Performance Indicators:

- Tailor communications to the specific setting, purpose, and audience.
- Create a culture of service, responsiveness, and respect among staff and students.
- Engage district staff in the process and responsibility of achieving district goals.
- Formulate and implement plans for internal staff communications.
- Formulate and implement plans for external communication, including communication of district priorities to the community and media.
- Engage stakeholders in consideration of community, state, and national standards that are relevant to the content of student curriculum.
- Advocate in the political environment for issues beneficial to improving teaching, learning, and the funding of education at the local, state, and federal level.
- Define and understand the internal and external political systems and their impact on education, while striving to maintain an open dialogue with local and state governmental leaders.

Please rate the Superintendent's Performance for this Standard:

	Outstanding (5)	Excellent (4)	Satisfactory (3)	Needs Improvement (2)	Unsatisfactory (1)	N/A
Rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Explain all ratings of 2 or lower):

2012 MRSD Board Leadership Review - Superintendent Performance

End of Survey

Thank you for taking the time to complete this Board Evaluation of the Molalla River SD Annual Performance Review. The results from all respondents will be compiled and a report submitted to the board and superintendent for further action.

When you exit this page by clicking on "Submit Survey" your responses will be submitted and your participation concluded.

If you would like to correct your responses to any question you may return to any page by clicking on the "Previous" button before submitting the survey. Once you have exited the survey you will not be able to return to correct previous questions.

2012 MRSD Board Leadership Review - District Performance

Instructions - District Performance

As a part of the Molalla River SD Annual Leadership Performance Review, the following questions relate to strengths and weaknesses in key areas of leadership, communication and procedures.

In each of the standards listed below, please rate the District's performance. Do not speculate or guess if you do not know. We have provided a "not applicable" (N/A) option. While you are completing the survey questions you will be able to return to previous pages if you wish to review or change your answers. However, once you complete the survey and submit the results, you will not be able to revise your responses.

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- 5 - Outstanding
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"Unsatisfactory" - Performance consistently does not meet expectations

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Thank you.

2012 MRSD Board Leadership Review - District Performance

Respondent Information

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Name:

Email Address:

2012 MRSD Board Leadership Review - District Performance

District Performance

Standard 1: ACHIEVING EDUCATION GOALS

The District assists school districts and the Department of Education in achieving Oregon's educational goals by providing equitable, high quality, cost effective and locally responsive educational services at a regional level.

Performance Indicators:

- The District provides opportunities for component school districts to participate in decisions about the services offered by the District.
- Works cooperatively with component school districts and periodically reviews component school district operations.
- Submits plans to component school districts for operations that achieve economies and efficiencies through consolidation of various operations of all or some of the component districts.
- Provides regionalized core services that:
 1. Assist component districts meet state and federal law.
 2. Improve student learning.
 3. Enhance the quality of instruction.
 4. Provide professional development to component district employees.
 5. Enables component districts and students to have equal access to resources.
 6. Maximizes operational and fiscal efficiencies for component districts.
- Provide leadership and staff development necessary to ensure consistent delivery of high quality, research based services based on best practice.
- Uses data from all available sources to make decisions and assist districts in planning and predicting the impact of program services on student success.
- Places the right people in the right positions to effectively implement programs by having an effective hiring and evaluation process.

Please rate the District's Performance for this Standard:

	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Explain all ratings of 2 or lower):

2012 MRSD Board Leadership Review - District Performance

District Performance

Standard 2: COMPREHENSIVE SERVICE MODEL

The District develops a local service plan with its component school districts that identifies services the District will provide to all districts using each districts' share of the State School Fund and local revenues, plus any additional services a given district may choose to purchase. (Success for all students)

Performance Indicators:

- Expends at least 90% of resolution dollars on services or programs the component school districts have approved through the local service plan resolution process.
- Provides annual information to the component school districts about how the District has fulfilled its statutory requirements with an itemized list of services provided to individual school districts for resolution dollars, as well as services provided through contracts and grants.
- Substantiates the rates published in the local service plan which is charged to component school districts.
- Provides a reconciliation of the District's projected service costs to actual costs delivered.
- Develops the District's indirect cost rate using a methodology designed by the U.S. Department of Education and substantiates its rationale for any variance in indirect cost rates to various programs.

Please rate the District's Performance for this Standard:

	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Explain all ratings of 2 or lower):

2012 MRSD Board Leadership Review - District Performance

District Performance

Standard 3: FINANCIAL STEWARDSHIP

The District exercises sound stewardship over the money entrusted to the District from the State School Fund and local revenues. (Accountability)

Performance Indicators:

- Complies with laws, establishes and maintains effective internal controls, ensures that information is reliable and provides appropriate reports to demonstrate its use of public resources to carry out assigned duties.
- Treats component school district funds as designated funds in the District's internal accounting system.
- Complies with Local Budget Law embodied in the annual appropriated budget.
- Maintains adequate documentation or records of financial transactions.
- Presents financial statements in accordance with generally accepted accounting principles as required by state law.
- Board members received timely information about the financial status of the District's operations and the information is shared with all board members.
- Prioritizes services based on the District's capacity to deliver services within available resources.
- Seeks contracts and grants that promote efficiency resulting in return on investment for component districts.

Please rate the District's Performance for this Standard:

	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Explain all ratings of 2 or lower):

2012 MRSD Board Leadership Review - District Performance

District Performance

Standard 4: LEGAL REQUIREMENTS

The District keeps up to date and follows state and federal law, as well as board policies and procedure.

Performance Indicators:

- Follows Board Policy and law with respect to all contracting.
- Assures that independent contractors meet the standards for qualification as an independent contractor.
- Contracts with vendors and independent contractors set the expectations and scope of work to be performed by the contractor.
- Requires full execution of the agreement by all parties before work begins by a vendor or independent contractor.
- Has new contracts reviewed by legal counsel.
- Human Resource actions involving employee discipline, settlements, or terminations are reviewed by legal counsel.
- Has Board approved internal controls in place that identify approval routes, assign authorized approvers and required approval for financial transactions.
- Has job descriptions that adequately segregate duties and identifies authority for access to systems integral to the business processes of the District.
- Has an internal travel policy for staff and board that establishes limits for meals, lodging and transportation.
- Has a policy that establishes acceptable purchases for employees and outlines the minimum standards for review of card transactions by the cardholder's supervisor.

Please rate the District's Performance for this Standard:

	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Explain all ratings of 2 or lower):

2012 MRSD Board Leadership Review - District Performance

District Performance

Standard 5: ETHICAL OBLIGATIONS

The District operates in an ethical manner. (Relationships built on trust, responsiveness and honesty)

Performance Indicators:

- Management organizes and develops its employees in a manner to communicate integrity and ethics.
- The District's core values are communicated and reinforced in its management philosophy and operating style.
- Has a mechanism for staff to take concerns to the board if they feel management is not addressing their concerns.

Please rate the District's Performance for this Standard:

	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Explain all ratings of 2 or lower):

2012 MRSD Board Leadership Review - District Performance

End of Survey

Thank you for taking the time to complete this portion of the Molalla River SD Annual Leadership Performance Review. The results from all respondents will be compiled and a report submitted to the Board and Superintendent for further action.

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2012 MRSD Board Leadership Review - Board Performance

Instructions - Board Performance

As a part of the Molalla River SD Annual Leadership Performance Review, the following questions relate to strengths and weaknesses in key areas of leadership, communication and procedures regarding the performance of the Board of Directors.

In each of the Standards listed below, please rate the Board's performance. Do not speculate or guess if you do not know. We have provided a "not applicable" (N/A) option. While you are completing the survey questions you will be able to return to previous pages if you wish to review or change your answers. However, once you complete the survey and submit the results, you will not be able to revise your responses.

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2012 MRSD Board Leadership Review - Board Performance

Respondent Information

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Name:

Email Address:

2012 MRSD Board Leadership Review - Board Performance

Board Performance

Standard 1: BOARD MEETINGS

The Board effectively exercises its authority and responsibility at public meetings in accordance with the Public Meetings Law.

Performance Indicators:

- The Board conducts meetings in a business-like manner, following accepted parliamentary procedure.
- The Board makes decisions only at properly called meetings. Private meetings among individual Members relating to Board business with a quorum of the Members present are avoided.
- Board Members uphold the legal requirement for confidentiality on all matters arising from the Board meetings in executive session and from confidential records.
- Executive session discussions are strictly limited to the topic authorized by the announced statute.
- The Board relies on fact and data for its decision-making and will request a decision be postponed until further information can be obtained when the facts and issues are not fully understood.
- Board Members dialogue and debate at meetings about issues in search of an answer that is the best solution for all the stakeholders in the District.
- The Chair and Superintendent develop agendas with input from other Board Members which ensure knowledgeable participation, thoughtful discussion and effective decision-making.

Please rate the Board's Performance for this Standard:

	Outstanding (5)	Excellent (4)	Satisfactory (3)	Needs Improvement (2)	Unsatisfactory (1)	N/A
Rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Explain all ratings of 2 or lower):

2012 MRSD Board Leadership Review - Board Performance

Board Performance

Standard 2: BOARD LEADERSHIP

The Board establishes focus, direction and expectations that inspire success across the organization by aligning authority and responsibility so that decisions can be made at a level close to implementation.

Performance Indicators:

- Board activities, analysis and decision-making are aligned to vision and goals.
- Board members establish and sustain relationships with community leaders, city and county government officials, and state legislators.
- Board Members model an empowering leadership style, inspiring others to achieve success.
- The Board enacts policies to define hiring practices that select employees who fit into the culture and core values of the district.
- Board members have a vision of what the district can be that is greater than what it is.
- The Board sets policies that incorporate thoughtful long-term leadership succession plans for all levels of leadership in the district.
- Board members understand and are knowledgeable about improvement initiatives and their role in supporting those initiatives.

Please rate the Board's Performance for this Standard:

	Outstanding (5)	Excellent (4)	Satisfactory (3)	Needs Improvement (2)	Unsatisfactory (1)	N/A
Rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Explain all ratings of 2 or lower):

2012 MRSD Board Leadership Review - Board Performance

Board Performance

Standard 3: BOARD-SUPERINTENDENT RELATIONS

The Board works together with the Superintendent as a leadership team in a spirit of trust, collaboration and mutual respect.

Performance Indicators:

- Both Board Members and the Superintendent attempt to ask questions and communicate in a timely manner regarding agenda items prior to board meetings so that no one will be surprised by unanticipated comments or questions.
- The Board focuses on policy making, planning, advocacy and evaluation, rather than day-to-day operations of the District.
- Performance expectations have been clearly established for the Superintendent and are a part of the annual Superintendent evaluation.
- The Board plans with the Superintendent in a spirit of mutual respect, trust, confidence and cooperation.
- Information and written documents about District business are always requested through the Superintendent and only from staff members with the knowledge of the Superintendent.
- Board action regarding the employment or dismissal of staff members is taken only after receiving the Superintendent's recommendation.
- The Board refers staff, parent, or citizen complaints to the appropriate administrator or Superintendent for resolution.

Please rate the Board's Performance for this Standard:

	Outstanding (5)	Excellent (4)	Satisfactory (3)	Needs Improvement (2)	Unsatisfactory (1)	N/A
Rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Explain all ratings of 2 or lower):

2012 MRSD Board Leadership Review - Board Performance

Board Performance

Standard 4: INTRA-BOARD RELATIONS

The Board performs its duties in a manner that reflects service to the community on behalf of its stakeholders by conducting District business in a fair, ethical, and responsible manner treating everyone with civility and respect.

Performance Indicators:

- Individual Board Members understand they have no authority except when sitting as a Board, or when authority is delegated for special duties by vote of the Board.
- Board Members disagree agreeably, respectfully and professionally.
- Board Members, abide by the Board's rules, policies and code of ethical conduct.
- Board Members demonstrate the essential knowledge and skills necessary to be an effective board member and are prepared in advance to conduct the business of the board at meetings.
- Board Members regularly participate in board training activities and conferences to improve board performance.
- Board Members work with each other in a spirit of mutual respect, trust, confidence and cooperation.
- Ground rules for Board interaction have been clearly established for productive debate on issues.
- The Board and Superintendent conduct orientation activities (social and professional) to familiarize new board members with the role of the board and operations of the district.

Please rate the Board's Performance for this Standard:

	Outstanding (5)	Excellent (4)	Satisfactory (3)	Needs Improvement (2)	Unsatisfactory (1)	N/A
Rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Explain all ratings of 2 or lower):

2012 MRSD Board Leadership Review - Board Performance

Board Performance

Standard 5: COMMUNICATIONS

The Board communicates a common vision for the District through a variety of media forms keeping staff and constituencies informed of on-going district business and opportunities.

Performance Indicators:

- The Board has a plan of action in place for unanticipated emergencies and follows it.
- Individual Board Members direct media inquiries about Board business to the Chair, Superintendent or media designee for the district.
- The District has a communications plan in place for the dissemination of routine information about District business to the public and follows the plan.
- The District's goals are widely published to the public and staff so that the entire community knows the direction of the District.
- Board members spend time with other community groups to help form alliances and carry out the mission of the District.

Please rate the Board's Performance for this Standard:

	Outstanding (5)	Excellent (4)	Satisfactory (3)	Needs Improvement (2)	Unsatisfactory (1)	N/A
Rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Explain all ratings of 2 or lower):

2012 MRSD Board Leadership Review - Board Performance

Board Performance

Standard 6: PLANNING AND GOAL SETTING

The Board engages staff and its stakeholders in the development of a shared vision of the District's mission, goals and legal responsibilities that direct policy-making, planning, resource allocation and activities.

Performance Indicators:

- The Board has a clear vision for what it takes for the District to be successful.
- The Board has a clear understanding of the District's core beliefs and incorporates those beliefs in its planning processes.
- The Board annually establishes goals for carrying out the District's mission, vision and core beliefs..
- The Board provides effective opportunities for administration and staff to participate in planning for the District.

Please rate the Board's Performance for this Standard:

	Outstanding (5)	Excellent (4)	Satisfactory (3)	Needs Improvement (2)	Unsatisfactory (1)	N/A
Rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Explain all ratings of 2 or lower):

2012 MRSD Board Leadership Review - Board Performance

Board Performance

Standard 7: DISTRICT CLIMATE

The Board creates a climate of high expectations supported by a safe learning and working environment that implements the District's mission while embracing cultural diversity which has many facets.

Performance Indicators:

- Individual Board Members are visible throughout the District.
- The Board creates an environment that motivates and inspires staff to excel.
- The Board encourages staff to find innovative and creative solutions to problems without assigning blame for well-designed, but failed initiatives.
- The Board provides for itself, the Superintendent and all staff ample opportunity for professional growth.
- The Board makes decisions based on what is good for the whole District.
- The Board provides the resources to assure the necessary facilities and equipment are available for students to have a safe learning environment and staff to have an effective workplace.
- The Board assures that all students have an equitable opportunity to learn and all cultures are valued and respected as members of the school community.

Please rate the Board's Performance for this Standard:

	Outstanding (5)	Excellent (4)	Satisfactory (3)	Needs Improvement (2)	Unsatisfactory (1)	N/A
Rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Explain all ratings of 2 or lower):

2012 MRSD Board Leadership Review - Board Performance

Board Performance

Standard 8: ACCOUNTABILITY

The Board sets high expectations for transparency, financial stewardship and achievement holding themselves and the organization accountable by aligning policies to maximize resource allocation, staffing, curriculum, professional development and other activities to meet the district's mission and legal obligations.

Performance Indicators:

- The Board has in place written policies that are clear, concise, up-to-date and in compliance with state and federal laws.
- The Board adopts a budget that allocates resources to best achieve the District's vision, mission and goals.
- In addition to the annual audit, the Board regularly receives financial reports about the implementation of the adopted budget.
- The Board periodically assesses the effectiveness of all programs, old and new.
- The Board evaluates the Superintendent's performance annually.
- The District operates adequate physical facilities to meet District goals and statutory requirements.

Please rate the Board's Performance for this Standard:

	Outstanding (5)	Excellent (4)	Satisfactory (3)	Needs Improvement (2)	Unsatisfactory (1)	N/A
Rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (Explain all ratings of 2 or lower):

2012 MRSD Board Leadership Review - Board Performance

End of Survey

Thank you for taking the time to complete this Board Leadership Review of the Molalla River SD Annual Performance Review. The results from all respondents will be compiled and a report submitted to the Board and Superintendent for further action.

When you exit this page by clicking on "Submit Survey" your responses will be submitted and your participation concluded.

If you would like to correct your responses to any question you may return to any page by clicking on the "Previous" button before submitting the survey. Once you have exited the survey you will not be able to return to correct previous questions.