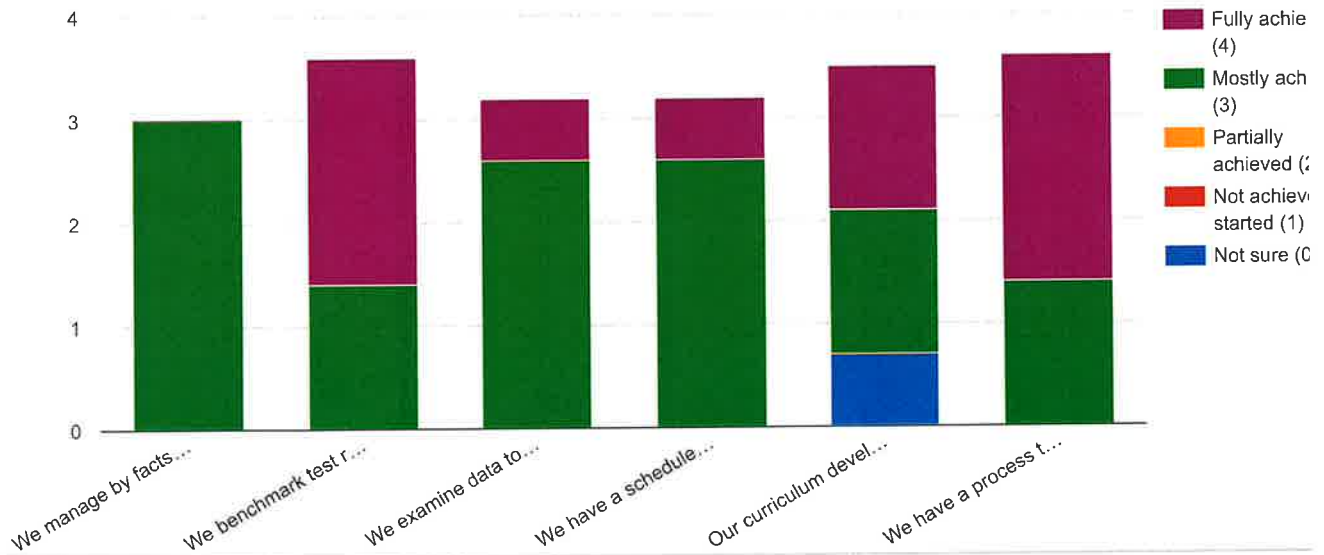
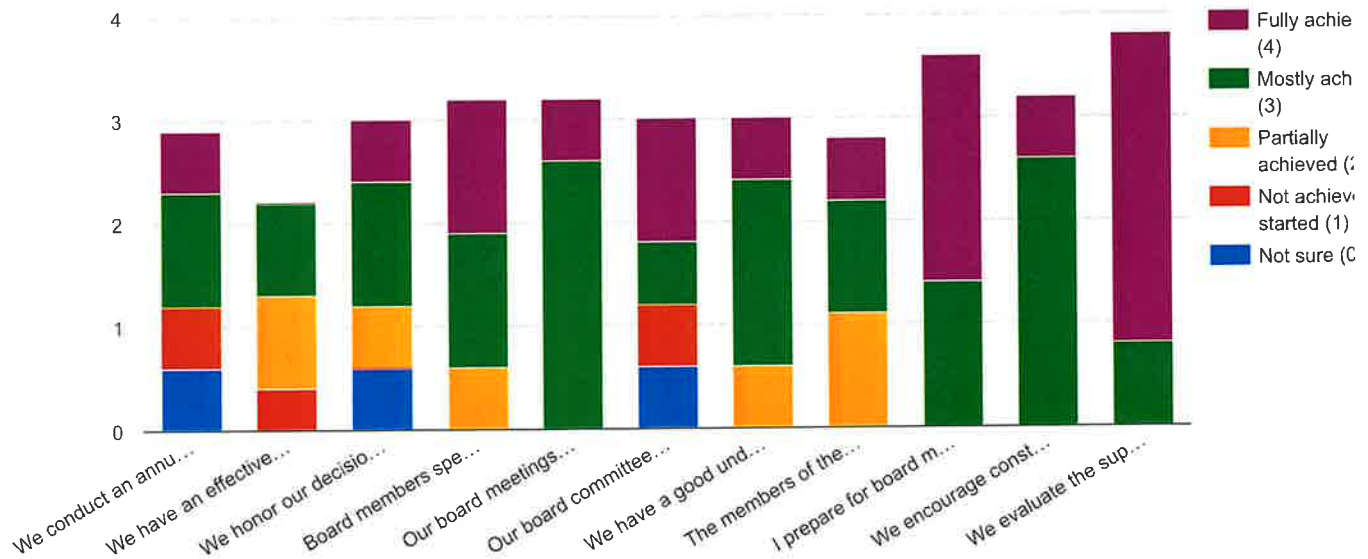


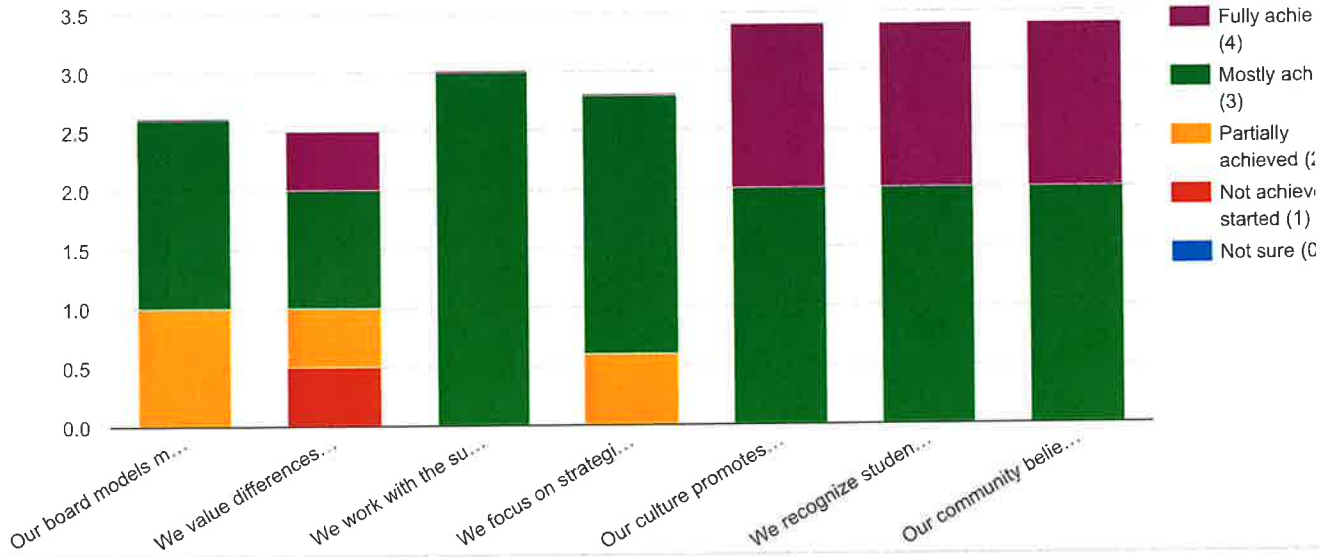
Data-Driven Decision Making: Please rate your board's performance in each area.



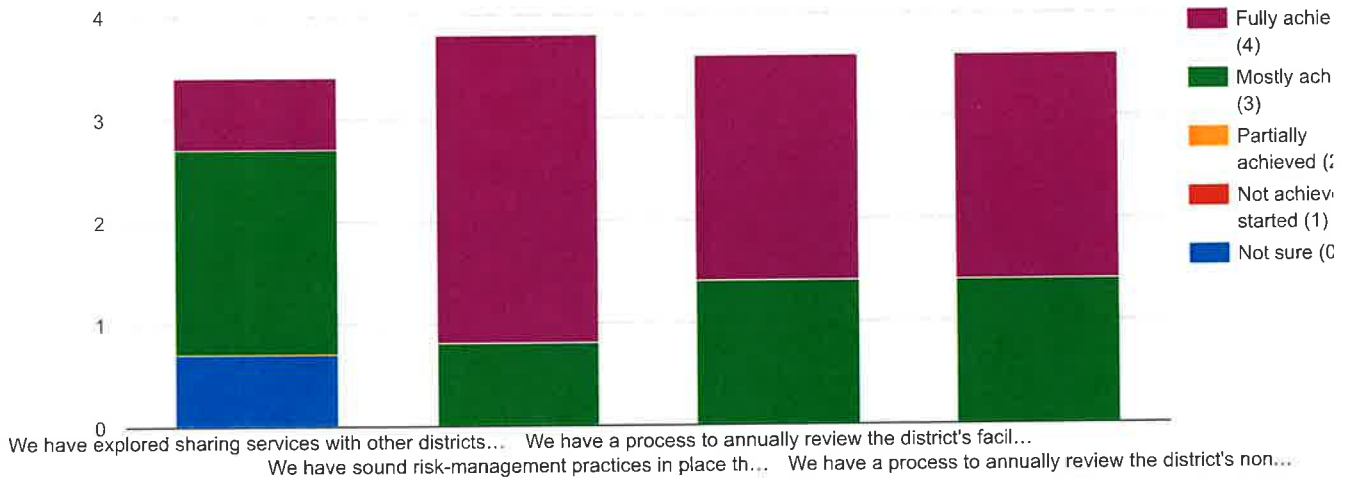
Board Operations: Please rate your board's performance in each area.



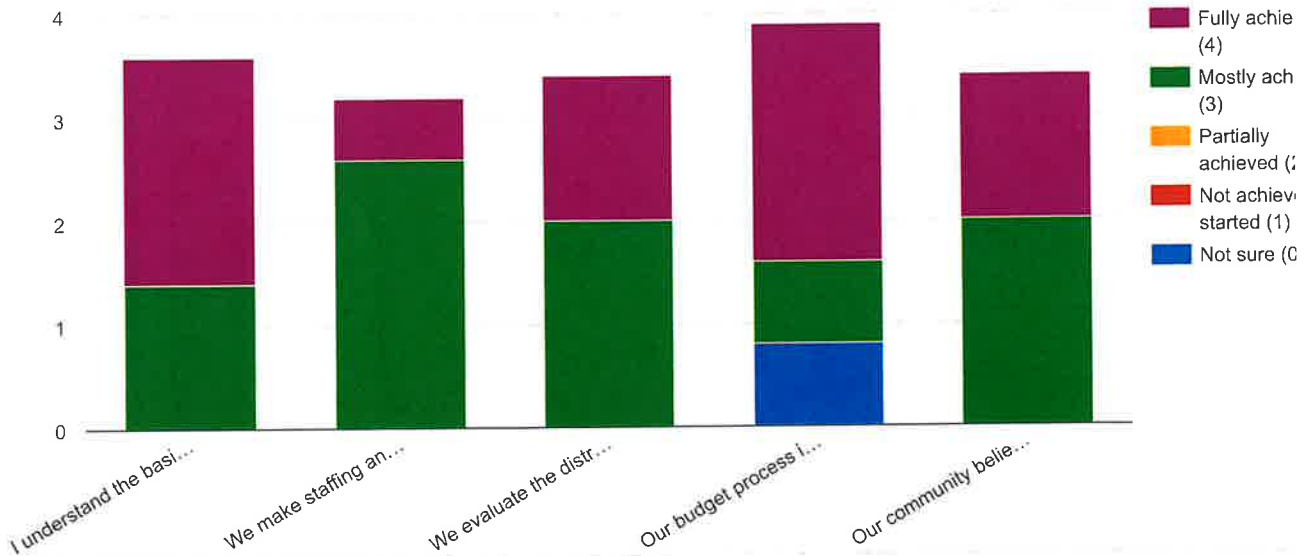
Culture: Please rate your board's performance in each area.



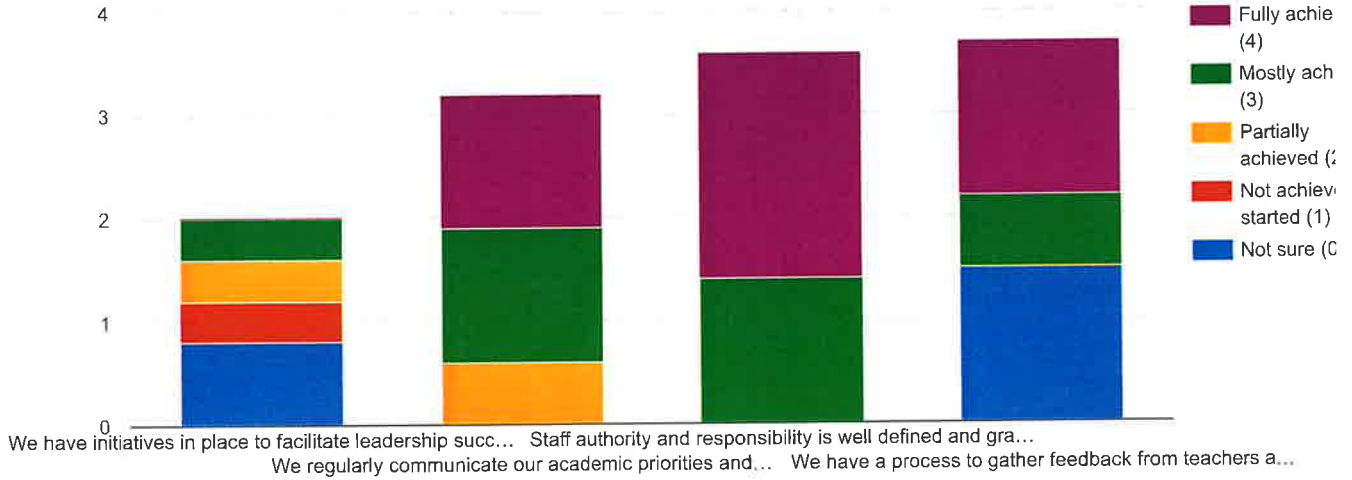
Planning: Please rate your board's performance in each area.



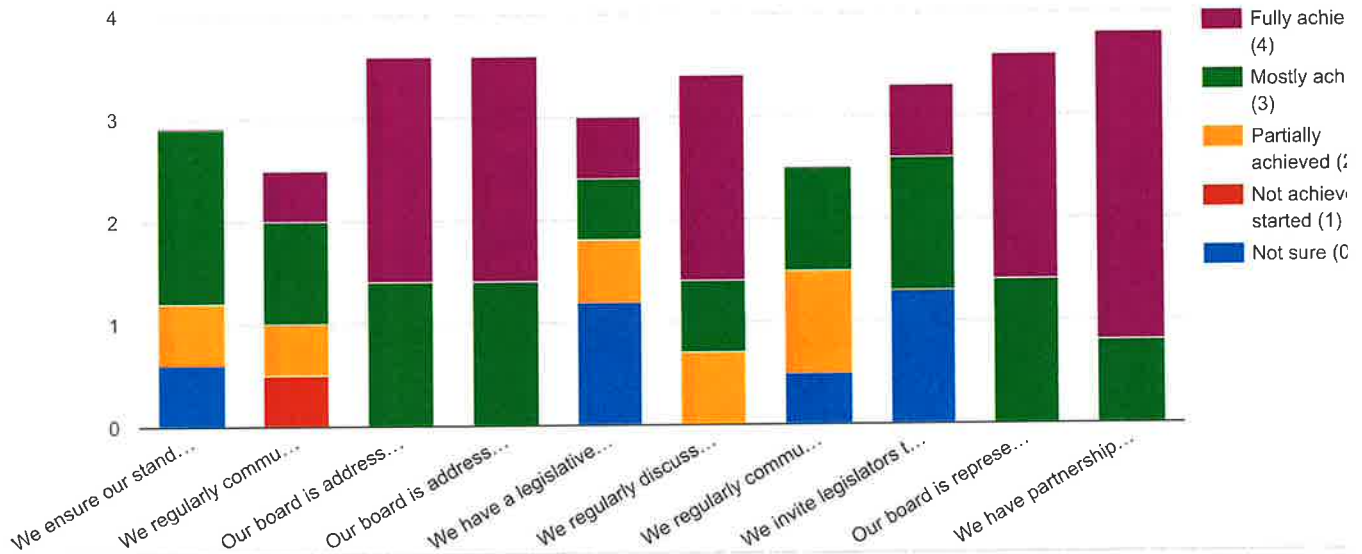
Budgeting: Please rate your board's performance in each area.



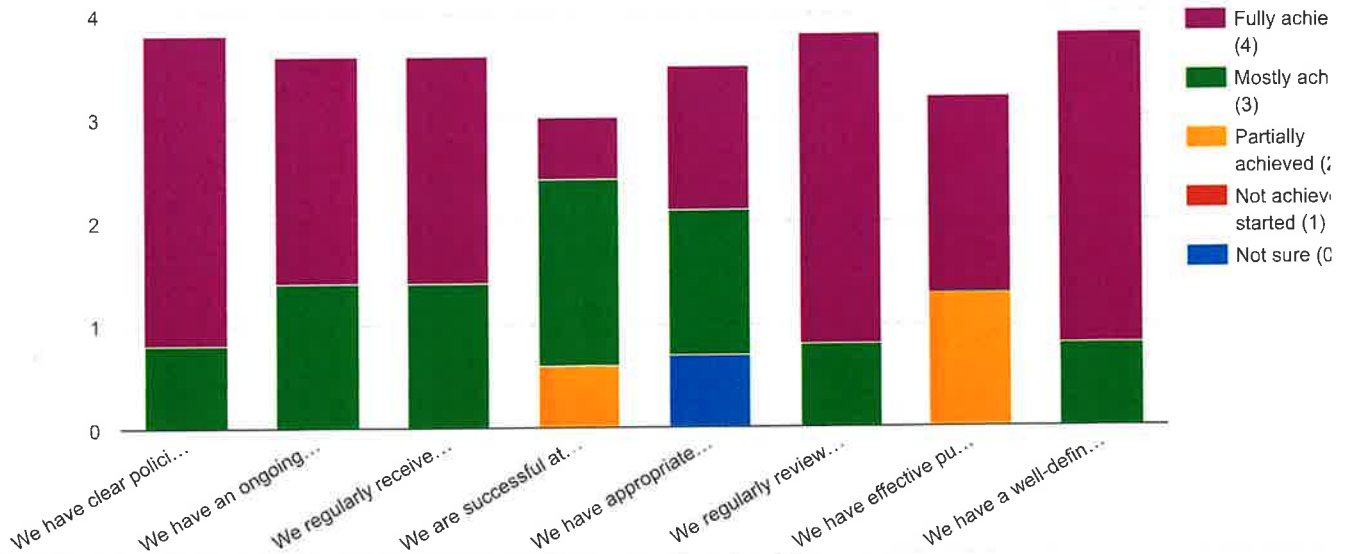
District Operations: Please rate your board's performance in each area.



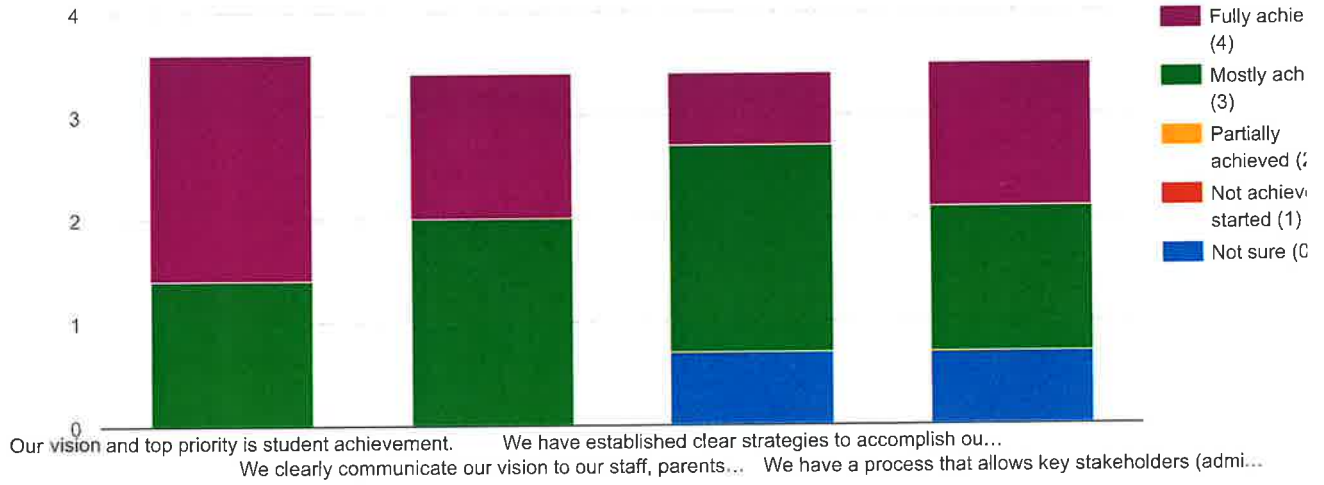
Community Engagement: Please rate your board's performance in each area.



Policy: Please rate your board's performance in each area.



Vision: Please rate your board's performance in each area.





Survey Analysis System

Accessing results summary from "2024-25 Annual Board Development Tool, page: **Data-Driven Decision Making** from Turtle Lake School District.

Please rate your board's performance in each area.

Item	Response
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We manage by facts and our decisions are data-driven. (n=5)

Fully achieved (4)	0	0%	
Mostly achieved (3)	5	100%	<div style="width: 100%; background-color: #808080;"></div>
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	



AVG: 3 SD: 0

We benchmark test results against districts with similar demographics and prior performance over previous years. (n=5)

Fully achieved (4)	3	60%	<div style="width: 60%; background-color: #808080;"></div>
Mostly achieved (3)	2	40%	<div style="width: 40%; background-color: #808080;"></div>
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	



AVG: 3.6 SD: 0.49

We examine data to help district leaders identify groups of students in need of additional support. (n=5)

Fully achieved (4)	1	20%	
Mostly achieved (3)	4	80%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	




AVG: 3.2 SD: 0.4

We have a schedule and protocol to review data and program performance. (n=5)

Fully achieved (4)	1	20%	
Mostly achieved (3)	4	80%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	

AVG: 3.2 SD: 0.4

Our curriculum development process ensures culturally relevant learning experiences for our students. (n=5)

Fully achieved (4)	2	40%	
Mostly achieved (3)	2	40%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	1	20%	

AVG: 3.5 SD: 0.5

We have a process to ensure all students can participate in advanced coursework, the arts, and extracurricular programs. (n=5)

Fully achieved (4)	3	60%	
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mostly achieved (3)	2	40%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	

AVG: 3.6 SD: 0.49







Survey Analysis System

Accessing results summary from "2024-25 Annual Board Development Tool, page: **Board Operations** from Turtle Lake School District.

Please rate your board's performance in each area.




Item	Response
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We conduct an annual school board self-evaluation. (n=5)

Fully achieved (4)	1	20%	
Mostly achieved (3)	2	40%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	1	20%	
Not sure (0)	1	20%	

AVG: 2.75 SD: 1.09

We have an effective orientation process for new board members. (n=5)

Fully achieved (4)	0	0%	
Mostly achieved (3)	2	40%	
Partially achieved (2)	2	40%	
Not achieved or started (1)	1	20%	
Not sure (0)	0	0%	

AVG: 2.2 SD: 0.75

We honor our decisions outside of the board meetings (e.g., not undermining majority decisions with which some disagree) (n=5)

Fully achieved (4)	1	20%	
Mostly achieved (3)	2	40%	
Partially achieved (2)	1	20%	
Not achieved or started (1)	0	0%	
Not sure (0)	1	20%	

AVG: 3 SD: 0.71

Board members speak on behalf of the board/district only when authorized and clearly identify when they are commenting strictly as an individual. (n=5)

Fully achieved (4)	2	40%	
Mostly achieved (3)	2	40%	
Partially achieved (2)	1	20%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	

AVG: 3.2 SD: 0.75



Our board meetings are effective and efficient. (n=5)

Fully achieved (4)	1	20%	
Mostly achieved (3)	4	80%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	

AVG: 3.2 SD: 0.4

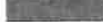


Our board committees are used effectively. (n=5)

Fully achieved (4)	2	40%	
Mostly achieved (3)	1	20%	
Partially achieved (2)	0	0%	

Not achieved or started (1)	1	20%	
Not sure (0)	1	20%	

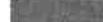


AVG: 3 SD: 1.22

We have a good understanding of the Open Meetings Law and know how to navigate open sessions, closed sessions and special situations such as hearings. (n=5)

Fully achieved (4)	1	20%	
Mostly achieved (3)	3	60%	
Partially achieved (2)	1	20%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	



AVG: 3 SD: 0.63

The members of the board come to meetings prepared to address the noticed agenda. (n=5)

Fully achieved (4)	1	20%	
Mostly achieved (3)	2	40%	
Partially achieved (2)	2	40%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	

AVG: 2.8 SD: 0.75

I prepare for board meetings by reading the board packet and asking the administration to clarify issues prior to meetings. (n=5)



Fully achieved (4)	3	60%	
Mostly achieved (3)	2	40%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	

NOT sure (0)

0 0%



AVG: 3.6 SD: 0.49

We encourage constructive and professional discussions at board meetings. (n=5)

Fully achieved (4)	1	20%	
Mostly achieved (3)	4	80%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	

AVG: 3.2 SD: 0.4

We evaluate the superintendent at least annually, against clear goals and with performance criteria that include measures of student achievement. (n=5)

Fully achieved (4)	4	80%	
Mostly achieved (3)	1	20%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	

AVG: 3.8 SD: 0.4





Survey Analysis System

Accessing results summary from "2024-25 Annual Board Development Tool, page: **Culture** from Turtle Lake School District.

Please rate your board's performance in each area.





Item	Response
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Our board models mutual respect and professional behavior. (n=5)

Fully achieved (4)	0	0%	
Mostly achieved (3)	3	60%	
Partially achieved (2)	2	40%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	

AVG: 2.6 SD: 0.49

We value differences of opinion and do not let them degenerate into personality conflicts. (n=5)

Fully achieved (4)	1	20%	
Mostly achieved (3)	2	40%	
Partially achieved (2)	1	20%	
Not achieved or started (1)	1	20%	
Not sure (0)	0	0%	

AVG: 2.6 SD: 1.02

we work with the superintendent in a spirit of mutual respect, open communication, trust and confidence. (n=5)

Fully achieved (4)	0	0%	
Mostly achieved (3)	5	100%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	

AVG: 3 SD: 0

We focus on strategic decisions and policy issues rather than on the administrative implementation of policy and other day-to-day management/operational issues. (n=5)

Fully achieved (4)	0	0%	
Mostly achieved (3)	4	80%	
Partially achieved (2)	1	20%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	

AVG: 2.8 SD: 0.4

Our culture promotes high expectations. (n=5)

Fully achieved (4)	2	40%	
Mostly achieved (3)	3	60%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	

AVG: 3.4 SD: 0.49

We recognize students, teachers and schools for outstanding performance. (n=5)

Fully achieved (4)	2	40%	
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Mostly achieved (3)	3	60%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	

AVG: 3.4 SD: 0.49

Our community believes the district is effectively governed and makes decisions with the best interest of students in mind. (n=5)

Fully achieved (4)	2	40%	
Mostly achieved (3)	3	60%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	

AVG: 3.4 SD: 0.49






Survey Analysis System

Accessing results summary from "2024-25 Annual Board Development Tool, page: **Planning** from Turtle Lake School District.

Please rate your board's performance in each area.



Item	Response
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We have explored sharing services with other districts and/or our local municipalities. (n=5)

Fully achieved (4)	1 20%	
Mostly achieved (3)	3 60%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	1 20%	

AVG: 3.25 SD: 0.43

We have sound risk-management practices in place that include a regular review of insurance options. (n=5)

Fully achieved (4)	4 80%	
Mostly achieved (3)	1 20%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	

AVG: 3.8 SD: 0.4

we have a process to annually review the district's facility/maintenance needs. (n=5)

Fully achieved (4)	3	60%	
Mostly achieved (3)	2	40%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	

AVG: 3.6 SD: 0.49

We have a process to annually review the district's non-instructional support services and operations (e.g., transportation, food service, maintenance, business services, etc.). (n=5)

Fully achieved (4)	3	60%	
Mostly achieved (3)	2	40%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	

AVG: 3.6 SD: 0.49





Survey Analysis System

Accessing results summary from "2024-25 Annual Board Development Tool,
page: **Budgeting** from Turtle Lake School District.

Please rate your board's performance in each area.



Item Response

I understand the basic principles of school finance, including state, federal and local sources of income and the school district budgeting cycle. (n=5)

Fully achieved (4)	3	60%	
Mostly achieved (3)	2	40%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	

AVG: 3.6 SD: 0.49

We make staffing and budget decisions based on student achievement priorities. (n=5)

Fully achieved (4)	1	20%	
Mostly achieved (3)	4	80%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	

AVG: 3.2 SD: 0.4

we evaluate the district's financial statements on a monthly basis. (n=5)

Fully achieved (4)	2	40%	
Mostly achieved (3)	3	60%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	

AVG: 3.4 SD: 0.49

Our budget process includes determining if and when referenda are needed. (n=5)

Fully achieved (4)	3	60%	
Mostly achieved (3)	1	20%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	1	20%	

AVG: 3.75 SD: 0.43

Our community believes the district is a responsible steward of its financial resources. (n=5)

Fully achieved (4)	2	40%	
Mostly achieved (3)	3	60%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	

AVG: 3.4 SD: 0.49



Survey Analysis System

Accessing results summary from "2024-25 Annual Board Development Tool, page: **District Operations** from Turtle Lake School District.

Please rate your board's performance in each area.

Item	Response
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We have initiatives in place to facilitate leadership succession in key administrative positions. (n=5)

Fully achieved (4)	0	0%	
Mostly achieved (3)	1	20%	<div style="width: 20%; background-color: #555; height: 10px;"></div>
Partially achieved (2)	1	20%	<div style="width: 20%; background-color: #555; height: 10px;"></div>
Not achieved or started (1)	1	20%	<div style="width: 20%; background-color: #555; height: 10px;"></div>
Not sure (0)	2	40%	<div style="width: 40%; background-color: #555; height: 10px;"></div>

AVG: 2 SD: 0.82

We regularly communicate our academic priorities and achievement results to the parents and the public. (n=5)

Fully achieved (4)	2	40%	<div style="width: 40%; background-color: #555; height: 10px;"></div>
Mostly achieved (3)	2	40%	<div style="width: 40%; background-color: #555; height: 10px;"></div>
Partially achieved (2)	1	20%	<div style="width: 20%; background-color: #555; height: 10px;"></div>
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	

AVG: 3.2 SD: 0.75

Staff authority and responsibility is well defined and granted at the appropriate level. (n=5)

Fully achieved (4)	3	60%	
Mostly achieved (3)	2	40%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	

AVG: 3.6 SD: 0.49

We have a process to gather feedback from teachers and other staff to update our employee handbook and personnel policies. (n=5)

Fully achieved (4)	2	40%	
Mostly achieved (3)	1	20%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	2	40%	

AVG: 3.67 SD: 0.47



Survey Analysis System

Accessing results summary from "2024-25 Annual Board Development Tool,
page: **Community Engagement** from Turtle Lake School District.

Please rate your board's performance in each area.

Item	Response
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**We ensure our standards are consistent with parent and community expectations.
(n=5)**

Fully achieved (4)	0	0%	
Mostly achieved (3)	3	60%	<div style="width: 60%; background-color: #444; height: 10px;"></div>
Partially achieved (2)	1	20%	<div style="width: 20%; background-color: #444; height: 10px;"></div>
Not achieved or started (1)	0	0%	
Not sure (0)	1	20%	<div style="width: 20%; background-color: #444; height: 10px;"></div>

AVG: 2.75 SD: 0.43

**We regularly communicate our financial needs to the public in an easy to
understand format. (n=5)**

Fully achieved (4)	1	20%	<div style="width: 20%; background-color: #444; height: 10px;"></div>
Mostly achieved (3)	2	40%	<div style="width: 40%; background-color: #444; height: 10px;"></div>
Partially achieved (2)	1	20%	<div style="width: 20%; background-color: #444; height: 10px;"></div>
Not achieved or started (1)	1	20%	<div style="width: 20%; background-color: #444; height: 10px;"></div>
Not sure (0)	0	0%	

AVG: 2.6 SD: 1.02

Our board is addressing the needs of all students to ensure high levels of learning. (n=5)

Fully achieved (4)	3	60%	
Mostly achieved (3)	2	40%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	

AVG: 3.6 SD: 0.49

Our board is addressing students' interests through extracurricular programming and other activities. (n=5)

Fully achieved (4)	3	60%	
Mostly achieved (3)	2	40%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	

AVG: 3.6 SD: 0.49

We have a legislative advocacy process to monitor issues and communicate our position to our legislators and the WASB. (n=5)

Fully achieved (4)	1	20%	
Mostly achieved (3)	1	20%	
Partially achieved (2)	1	20%	
Not achieved or started (1)	0	0%	
Not sure (0)	2	40%	

AVG: 3 SD: 0.82




We regularly discuss legislative issues during board meetings. (n=5)

Fully achieved (4)	3	60%	
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Mostly achieved (3)	1	20%	
Partially achieved (2)	1	20%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	




AVG: 3.4 SD: 0.8

We regularly communicate with our legislators on a particular subject or bill. (n=5)

Fully achieved (4)	0	0%	
Mostly achieved (3)	2	40%	
Partially achieved (2)	2	40%	
Not achieved or started (1)	0	0%	
Not sure (0)	1	20%	



AVG: 2.5 SD: 0.5

We invite legislators to our schools for tours and discussions of important education issues. (n=5)

Fully achieved (4)	1	20%	
Mostly achieved (3)	2	40%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	2	40%	

AVG: 3.33 SD: 0.47

Our board is represented at district and community events when possible. (n=5)

Fully achieved (4)	3	60%	
Mostly achieved (3)	2	40%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	

Not sure (0)

0 0%

AVG: 3.6 SD: 0.49

We have partnerships with businesses, service and community organizations, and local government officials. (n=5)

Fully achieved (4)	4	80%	
Mostly achieved (3)	1	20%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	

AVG: 3.8 SD: 0.4





Survey Analysis System

Accessing results summary from "2024-25 Annual Board Development Tool, page: **Policy** from Turtle Lake School District.

Please rate your board's performance in each area.



Item	Response
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We have clear policies that promote safe schools and positive learning environments. (n=5)

Fully achieved (4)	4 80%	
Mostly achieved (3)	1 20%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	

AVG: 3.8 SD: 0.4

We have an ongoing process to review and update board policies. (n=5)

Fully achieved (4)	3 60%	
Mostly achieved (3)	2 40%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	

AVG: 3.6 SD: 0.49

1
we regularly receive updates on the district's targeted programming (e.g., curriculum, at-risk and alternative education, special education, gifted and talented education, etc.) (n=5)

Fully achieved (4)	3	60%	
Mostly achieved (3)	2	40%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	

AVG: 3.6 SD: 0.49

We are successful at attracting and retaining high-quality employees. (n=5)

Fully achieved (4)	1	20%	
Mostly achieved (3)	3	60%	
Partially achieved (2)	1	20%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	

AVG: 3 SD: 0.63

We have appropriate interventions and consequences for all staff and schools that do not meet expectations. (n=5)

Fully achieved (4)	2	40%	
Mostly achieved (3)	2	40%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	1	20%	

AVG: 3.5 SD: 0.5

We regularly review our policies to ensure there are no barriers to equitable education for all students. (n=5)

Fully achieved (4)	4	80%	
Mostly achieved (3)	1	20%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	

AVG: 3.8 SD: 0.4

We have effective public input and complaint resolution processes. (n=5)

Fully achieved (4)	3	60%	
Mostly achieved (3)	0	0%	
Partially achieved (2)	2	40%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	

AVG: 3.2 SD: 0.98

We have a well-defined and well-communicated school safety and crisis response plan. (n=5)

Fully achieved (4)	4	80%	
Mostly achieved (3)	1	20%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	

AVG: 3.8 SD: 0.4





Survey Analysis System

Accessing results summary from "2024-25 Annual Board Development Tool, page: **Vision** from Turtle Lake School District.

Please rate your board's performance in each area.



Item Response

Our vision and top priority is student achievement. (n=5)

Fully achieved (4)	3	60%	
Mostly achieved (3)	2	40%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	




AVG: 3.6 SD: 0.49

We clearly communicate our vision to our staff, parents and community. (n=5)

Fully achieved (4)	2	40%	
Mostly achieved (3)	3	60%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	




AVG: 3.4 SD: 0.49

We have established clear strategies to accomplish our vision. (n=5)

Fully achieved (4)	1	20%	
Mostly achieved (3)	3	60%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	1	20%	

AVG: 3.25 SD: 0.43

We have a process that allows key stakeholders (administrators, staff, parents and the community) to help create/refine our vision and strategic priorities. (n=5)

Fully achieved (4)	2	40%	
Mostly achieved (3)	2	40%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	1	20%	

AVG: 3.5 SD: 0.5