

## 2017 Board Self-Evaluation

At the beginning of each school year, Board members review our performance standards and reflect on the prior year’s challenges and successes. Each Board member provided a self-assessment of our performance against these standards and explained their scoring.

Comments are sorted according to the Board’s performance standards and goals, are unedited, and included in their entirety.

	Visionary Leadership	Instructional Improvement	Effective Management	Inclusive Practice	Ethical Leadership	Socio-Political Context
Exceeds Expectations					5	1
Meets Expectations	6	4	6	4	1	4
Making Progress Toward Improvement Needed		2		2		1
Avg 2017	3	2.67	3	2.67	3.83	3

### Visionary Leadership

The strategic plan is driving decisions and budget allocations. It frames the policies we adopt. It sets what gets measured, assessed and reported.

The board has work sessions where we discuss and focus on performance indicators with district staff. The board receives reports from schools at our monthly board meetings. Our community and families receive weekly BSD Briefs that shares information about the district's implementation of the district strategic plan. Evidence of collaboration are the community awards that are given at our yearly Community Partnership Meeting. The awards are based on collaborative efforts to support our pillars. We still need to work on communicating our vision with ALL stakeholders. We still have stakeholders that are not engaged.

I believe we are doing a good job at moving in a direction that ties our strategic plan to student achievement. In approaching long-term planning, I want to encourage us to continue to engage parents and the community in larger numbers and incorporate their input into our goals. In addition, ensuring that parents’ input is valued and acted on will help build trust, fostering stronger community buy-in with the strategic plan.

The Board consistently communicates its dedication to the Strategic Plan and I believe it reflects our community's values. The next implementation steps are to (1) refresh the district measures and reporting cycle and to (2) develop and implement a process for better analyzing and communicating budget decisions.

We need to do a better job of communicating with our stakeholders/community members.

### **Instructional Improvement**

Student achievement is the most important evidence of our leadership. Graduation rates are increasing because of our support of restorative justice, AVID, after school and summer school programs. We have become increasingly more inclusive with our students through the involvement of the student advisory committee. We have better information on what impacts students thus allowing for better decision making.

Instructional Improvement is a work in progress. School board members get in-depth data on testing, graduation rates, and student benchmarks. The analysis does not always mean there is a change in instructional strategies. The addition of new personnel - superintendent and asst. superintendent of T&L has provided a new avenue of trust and expectation. The school board adopted new curriculum for math. Established a policy review committee. Many hours spent with OSBA representative updating board policy. Provide funding for administrative, teaching staff and board professional training.

I believe the board has done a good job of focusing attention on college readiness and achievement in math, reading, and writing. We have room to grow in ensuring that all of our students receive a well-rounded education that includes quality arts, music, foreign language, civics, and CTE programs tied to rigorous curriculum and sufficient instructional time. This means equitable access to quality arts and music instruction across the district and class scheduling that eliminates barriers currently preventing at-risk, underserved, and low-income students from accessing a well-rounded education. It also means challenging our understanding of student achievement (and achievement data) in order to promote (and measure) all of the ways our students are achieving academic excellence.

The Board is strongly committed to student achievement and growth. We are working to build a culture of success for all students and collaboration with all families. As a district/board, we need to carefully evaluate how programs are helping students. For every program or initiative, we should have clear goals, a plan of action, and metrics for success so that we can periodically evaluate and alter or recommit to these efforts.

Our board is very good about using data to drive decisions.

### **Effective Management**

The job of the school board is not to manage the district but to see that the district is well managed. The hiring of the right person to serve as superintendent is the key to having board vision shared and strategic plan implemented. Our good fortune in hiring Don is settling the right tone of customer service both internally and externally.

A dedication to multi year budgeting to correspond with strategic plan and priorities. Have a dedicated staff member working with the board on long range planning. Need to work closer with internal budget committee to understand budget trade offs. Made budgetary decisions based on allocating resources to maximize student learning. Noticeable improvement in having a veteran cabinet in place to work with the board on budget and long range decisions. Improvement in the Safety and Inclusion Report.

Students and staff feel safe, especially in light of national scene. Board took initiative action to pass a resolution to provide resources for student and staff safety.

In general, district resources are wisely managed. One area for improvement is communication with the community about how difficult choices regarding allocation of resources are made. Sharing the reasoning for budget choices and other important decisions can help parents, students, and community members understand district decisions and builds trust with the community.

The Board works to ensure effective district operations to support student learning. District reporting needs to include operational information as well as that for student achievement. It is significant that the board completed the high school and elementary boundary processes this year and has made headway on the policy update. Periodic reports of implemented policies is a good new practice and I'm looking forward to receiving the long-range facility report so that we can begin the process of updating the facility plan.

We have empowered the superintendent to manage and hire effective staff members.

### **Inclusive Practice**

The board culture is that of respect and collaboration. Its a place where every person's opinion while not necessarily shared, is valued. This is the culture we hope can be achieved through out the district. We take the time to learn important issues facing our schools. We discuss and research events and trends in the larger community that affect the schools.

We still struggle with an equity gap. There was continued training and focus in Culturally Responsive practices. AVID program is thriving. Showcase best practices of ethnic and cultural diversity at monthly school board meetings. Engage with various stakeholders at Community Partnership Meetings, held budget meeting at under served schools.

I think we are still trying to find the best ways of connecting with underserved communities to gain valuable feedback. I am interested to see how we can reach community members in their neighborhoods, homes, and meeting places to increase involvement and input.

Our board members make time to listen to everyone and pay particular attention to our student advisory committee which is our group most representative of our community. I know that the Board is not satisfied with the level of community engagement for underserved groups.

We do encourage diversity and use an equity lens on all decisions. I would love to see the board reflect our ethnically diverse community but we will need to encourage this individually.

### **Ethical Leadership**

We are grounded in honesty and in ethical conduct. We keep abreast of policies mandated by state and federal law, Department of Public Instruction, attorney general opinions and the courts.

A dedication to transparency. Board does not always accomplish transparency with our stakeholders, but it is a board priority. Focused effort to update board policies. Board members have a working relationship with BEA and OSEA. Successful contracts were negotiated with Board assistance. With an unexpected resignation of a board member the board chose to open the position to the election process

rather than appoint a new member. Active participation in recruiting community members to run for school board positions.

I am constantly impressed by the collaborative and ethical leadership of the board.

Board members model compassionate professionalism in all contexts. Most make it look easy so that we forget the effort required to listen and respond appropriately.

The board operates at a high trustworthy level and strives to be ethical in all our decisions.

### **Socio-Political Context**

We have made great strides in working with Washington County and the City of Beaverton. Many legislators know our names. We have been more involved in the OSBA. One of our board members serves as Vice President and another director for coast region as well as other OSBA leadership roles.

Board members were engaged in legislative process. Visited with local legislators in Salem and in Beaverton. Held joint meeting with Beaverton City Council and Washington County Board of Commissioners. Actively advocated during the legislative session to secure education funds. Board members attend regional meeting at NWESD/OSBA. Provide time once a year for NWESD superintendent to address board at business meeting. Board Members serve on OSBA executive committee, legislative policy committee and chair a special state- wide committee. Board members meet formally as well as informally with other school board members around the state.

The school board has worked hard to influence political decisions the affect our students. I have seen the board collaborate with other political bodies and work with OSBA to push for positive change. I am interested to see how we can engage parents in joining our efforts and multiply our impact by working to organize the community around common political goals that support students.

The Board has focused on improving their relationships with all levels of government. I believe that our partnership with staff continues to strengthen as we work within our lane and support success for all.

I think we can do more. I'd like to see liaisons for several of our community boards i.e. Washington county commissioners, THPRD, city counselors. I would like to see more involvement down in Salem as well.

### **Excellence Goals**

- Work with OSBA Policy Team to: - ensure policies reflect current state law and the District Strategic Plan - identify ARs that require attention (3.67)
- Evaluate Strategic Plan measures and reporting process with attention to both academic achievement and operational excellence (3.17)

I am interested in how the board can ensure that we are achieving excellence in subjects that are not commonly tested. As we strive for higher achievement, it is important that we don't narrow our focus, but instead provide excellent instruction in a varieties of subjects, including the arts, music, foreign language, and civics.

We are getting closer, but not quite there.

We are working on updating all our policies. Great work here! We are updating our measures and I look forward to using them in our evaluation more.

### **Innovation Goals**

- Work with Superintendent Grotting to ensure appropriate reporting on policy implementation (3.17)
- Support long-range facility planning efforts, including attendance areas and capacity analysis (3.33)

Great work on the long term facility plan.

### **Equity Goals**

- Provide support and oversight for successful bond program (2.83)
- Provide leadership for multi-year financial plan and budget process to promote investments that align to student success as outlined in the Strategic Plan (3)

We continue to struggle with the budget process and the appropriate level of board and community participation. The budget process should merely be about allocating resources to programs and systems that have previously been transparently determined. I feel confident that we can get there.

Great improvement on bond oversight including new leadership and better focus/direction for the committee. Budget office has done a great job providing multi year financial plan.

### **Collaboration Goals**

- Advocacy - Improve communication and relationships with local government organizations - Promote Board legislative platform - Implement plans to encourage purposeful and inclusive community engagement, particularly for underserved communities (3.67)
- Achieve agreement with OSEA for new contract (3.67)

I believe the board can multiply its political impact by engaging parents and the community in efforts to promote our legislative platform.

Great job on the OSEA contract. I would like to see more collaboration with local agencies as listed above.