

2016 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 tasks, are unedited, and included in their entirety.

	Visionary Leadership	Instructional Improvement	Effective Management	Inclusive Practice	Ethical Leadership	Socio-Political Context
Exceeds Expectations		1			5	1
Meets Expectations	6	2	3	3	1	4
Making Progress Toward	1	4	4	2	1	1
Improvement Needed				2		
Avg 2016	2.86	2.57	2.43	2.14	3.57	3.00

Employs and Evaluates the Superintendent

Hiring Don who truly believes EVERY student can succeed will make an impact on teacher practice and student learning in a positive way.

Hiring a new superintendent that has a proven track record in this area is a huge step in the right direction (Instructional Improvement).

We manage the superintendent and I think that there have been issues and the Board has just allowed things to continue without really pushing the superintendent for change. I understand that we want to have a good relationship with staff but at what cost? So many of our issues could have been managed better and we did not push our superintendent to address the issues.

The hiring of new Superintendent is a move in the right direction for this goal. (Effective Management)

We were all surprised by the announcement of Superintendent Rose that he was moving to Atlanta, GA. This was in the middle of the boundary decision from the District. The board, with our Board Chair Anne Bryan's leadership, stayed focused and started the process for the interim and permanent superintendent simultaneously. We all came in with different ideas, but we were very respectful and collaborative. We had our students at the forefront of our discussion at all times.

With the new superintendent I am confident that the Bond program will have better oversight.

Our board strives to hire ethical leadership and demonstrate it.

Determines the long-range direction and vision of the District as detailed in the Strategic Plan

There has been considerable work done on building our strategic plan to have the metrics that measure the graduation rates, and the math, language arts and science metrics of our students.

I think there is a ways to go to get the schools to share the District's vision of learning. We need continual communication.

The Board worked last year to recommit to our Strategic Plan that emphasizes achievement and opportunity for all students. We are beginning to see evidence of staff taking ownership for the plan.

Through all the various mediums of the BSD web site, Facebook Page, Twitter, Press Releases and BSD and Board Briefs the board and district office have ways to continually update the public on the strategic plan.

I think we have done a good job of setting the vision but now we need to improve on communicating about it.

If visionary leadership is defined as aligning all actions, programs, resources, funding and know-how to an agreed-upon mission (as articulated in the Strategic Plan) then I would say that we meet this criteria. The measures we put in place and expectations we set for the district and ourselves is focused. We now have several years of data to compare related to student learning, perceptions held by stakeholders about the learning environment, school & student demographics and data related to programs, structures and processes (like AVID). We use this information in our decision making on where to apply resources and share progress with the community so that everyone can see the steps we have taken towards our goal of academic excellence for all.

Establishes policies that direct instructional and support programs

The Board took on significant work this year to build processes for updating policy. Because so many of our policies are outdated, I recommend that the Board and the Superintendent engage OSBA to assist in a policy review and update.

I suggest we review our policies in the next year or two to ensure our policies promote effective management – we aren't there yet.

There are definitely policies that need to be reviewed and updated or are irrelevant.

The board continues to update policies and procedures to reflect updates in state and federal law as well as changing demographics. The Board works closely with OSBA for best practices.

We could do a better job in getting our policies updated in a timely manner.

We are always working on updating our policies. Can be done in a more expedited manner.

Approves the annual budget

I think this is a continuous work in progress (Instructional Improvement). We have approved a budget that provides more resources to racial, cultural and linguistic diversity and the varying learning and social needs of students.

We have put our money where our priorities are this year, to help our underserved students, and that is a step in the right direction.

The adoption of a multi-year financial plan is a critical component of encouraging instructional improvement. This plan ensures stability for learning initiatives and a focus on student achievement.

The Board supports allocating resources to advance student achievement for all students, particularly those in underserved communities.

The Board has supported targeted professional development in literacy and math.

We have supported a budget that allocates resources to maximize student learning. There has been a huge disconnect in this area.

The introduction of the multi-year budget with alignment with the strategic plan is a big step in a positive direction. Gives the community, staff and board a focal point in decisions on the budget.

The board receives monthly financial updates at every board meeting. Board participates in the full budgetary process, including district listening sessions.

Last year was challenging. We hired the interim and the permanent superintendent, we experienced cost overruns on many of our bond projects and have not yet resolved school boundaries. Yet through it all we allocated resources in alignment with the strategic plan and set money aside for a rainy day fund. It is anticipated that the fund will grow for the assurance of district financial security if we experience another economic down turn. We are incrementally bringing back programs slowly so that they will be sustainable like 5th grade band and with the creation of a new CTE program at Aloha.

Calls elections on bond and other funding proposals

In terms of supporting the long-range facility planning efforts, we are going in the right direction by hiring a planning professional.

The pushing for and hiring of a long range planning manager will help us in our planning efforts and forecasting for future growth.

A positive move in long range facility planning with the addition of a staff member dedicated to long range planning. More work with understanding demographics and capacity analysis as we experience tremendous growth in certain parts of our district.

We had a bumpy start with our bond. We were put in the position to approve the increased cost of the high school. Linda did a wonderful job with the Bond Accountability Committee. There were major communication issues that seem to be better now. Our job is to ensure that the bond projects will be completed.

A new structure for the Bond Accountability Committee as well as an independent analysis should improve the board effort this upcoming year.

Ensures that board policies and priorities are implemented

The Board is just beginning to monitor that policies are followed.

There is more that needs to be done to get the metrics right and then implement strategies to see improvement in our underserved student population. I know the district & the board are working on honing the metrics.

The Board's focus on outcomes for students communicates to staff our expectation that we provide the supports for all students to succeed. It appears that staff are starting to use the data to improve outcomes.

The board receives updates and has discussions about the strategic plan at work sessions. Several times a year the staff provides in depth reports on continuous improvement plan, safety and inclusion, engagement and the strategic plan measurements.

We are reviewing data for student achievement but I am looking forward to some goal setting regarding moving ahead in this area.

I especially feel that we do not have a good way of evaluating how are policies are being implemented.

We still have the Equity Gap - so more is work needed.

We promote providing students with the tools and resources they need in a nurturing and supportive environment. We encourage professional development and partnerships among staff.

The board spends many hours in school board meetings and work sessions hearing and discussing reports from staff on Academic Achievement, Student Experience, Quality Staff Report. There is in depth data on students meeting Standards, recent test scores, seniors meeting OUS graduation requirements. We focus on data of various ethnic, gender and socio economic groups. In most cases there is steady improvement. We still see a major deficient in meeting requirements with ELL students, students with disabilities and economically disadvantaged students. The board advocates for the allocation of additional staff and programs to help the students that need the additional resources. Programs such as AVID are making a difference in some schools.

The district has a track record of retaining staff, providing professional development and giving time and financial resources for learning teams. Effective teachers are the most important asset we have for student achievement.

Still room for greater improvement with our underserved students.

We provide many opportunities for professional growth. We promote staff development and even provide days for that purpose. We have consistently tried to encourage staff to mirror the student population but we have a ways to go in this area.

Through the Safety and Inclusion Report the board know that 97% of our students and staff feel safe and in the last three years there has been a decrease in bullying.

Administrative and staff focus on professional development in Cultural Responsiveness.

Need more diverse staff at all levels.

Communicates and engages with the community

I do not think our district engages with our community well. When we invite community engagement, we need to avoid using education jargon. We need to seek meaningful input and provide opportunities to participate outside of the school day. Our attempts at engagement often do not seem sincere.

The work with Community Partnership Teams has been impressive. I am eager to see efforts to improve engagement with families to increase student achievement.

The board engages with stakeholders at board meetings, budget listening sessions and various committee meetings that community members serve on such as Bond Accountability and Student Advisory Committee.

The board also engages with the public at PTO meetings and meeting with staff. Most board members attend quarterly Community Partnership Meetings.

The public is encouraged to participate in surveys to provide comments on the district's vision.

This past year we had more public collaboration than anticipated. The community, staff and board on the Boundary Process and the hiring of a new district superintendent.

The Boundary Process and the hiring of the new superintendent showed that there is still room for more honest, transparent and direct communication with our stakeholders.

Communication and truly listening to our community is the key. I believe the School Board and the District are working on communicating with our community in an open manner. Not just lip service, but actually listening.

I believe the board wants to do this (Inclusive Practice) but we need to continue to work on our communication and ways to meet the needs of our diverse community.

The board has provided resources and advocacy for the AVID program that has engaged the community as mentors.

There is also focus on CTE which provides valuable experiences for a students through job shadow, internships and outside work experience. Robotics, Intel Science Fair and entrepreneurship programs provide the community with opportunities to help students learn.

We have not been involved in connecting with diverse populations. It is my hope that we will address this matter this school year. We should follow the City of Beaverton's approach to community involvement. They invite the community to Saturday forum. Food is provided. Information is shared in the kind of services the city provides and is translated into different languages. Having options for parent meetings outside normal work weekday time or evening hours might work best for people. Having an event where there is diversity lends itself to more engagement. We need to do more to connect with all of the members of our community

We meet with various parent-teacher and booster groups. We encourage parents to be active participants in the development of programs and activities.

The School Board recognizes various ethnic and cultural groups at monthly school board meetings. We encourage and welcome public testimony form underrepresented groups.

The student advisory committee consisted of students from a variety of backgrounds.

Many individual schools have cultural events and targeted programs to engage diverse families.

A budget listening session was held at a Title 1 school with Spanish translator. A large cross section of ethnic groups participated.

Advocates for education with local and state leaders

Our board strives to work with the community and all levels of local and state government for the benefit of the students. I would like to see us in Salem more during this upcoming legislative session.

We have been working towards communicating with the City of Beaverton & Washington County. Attending meetings when possible. The District and Board have made a concerted effort to interact and communicate with our local governments.

Our advocacy committee developed a local, state & federal advocacy platform, 2016 will be the implementation of the platform.

We need to come up with a plan to raise the voices of Beaverton's under-represented and historically underserved populations.

Getting David (Government Affairs) involved with our local leaders will be a benefit for BSD in the future.

This past year there have been great strides in implementing strategies and improving advocacy on behalf of the students and BSD. The greatest improvement is the addition of a full time government affairs staff member. A legislative agenda has been established for 2017. Much more communication with city, county and state lawmakers. Board members have attended city council meetings and city council members have addressed school board meetings. County Commissioners have attended joint meetings. Much improvement, but more can be done on a consistent basis. Action plan needs to be developed to focus on better representation of the underrepresented and underserved population.

The board advocacy committee works with staff and superintendent to create a plan to influence political and economic factors to ultimately provide resources for our students.

Three years ago the Board established the Advocacy Sub-Committee with the goal of improving relationship with our stakeholders. We accomplished this by improving our relationship with Washington County, the City of Beaverton and other federal, state and local officials. We hired David Williams to help us be more strategic in our actions, to work behind the scenes on our behalf and be our voice at the Capitol. We increased our presence in Salem and become more involved in the Oregon School Board association with two of our members holding high level positions in the association. The hiring of Don complements these efforts. His experience and connections will further enhance our effort. The only challenge we have is to decide where to focus our efforts.

Recognizes staff and community contributions

I think the school reports were an excellent way to communicate board support and expectations at the building level.

Approves large contracts and agreements including those with employee groups

The Board has worked very hard to manage district resources effectively. Monitoring the bond program continues to provide challenges.

Leann did a wonderful job representing the board negotiating the BEA contract. A lot of changes! Especially to the 2017 school year.

In my opinion, we are in process and making progress on most of the board efforts. The only one that seems to be finished is a new, successful contract with the BEA.

Board Practice

All the members of our Board are ethical leaders and strive for what is best for our students.

2015-16 presented many challenges to our Board and Board members flexibly met the difficult situations professionally and with a consistent focus on students. Board members committed an incredible amount of time to serve staff and students. They demonstrated collaboration and civil discourse during a trying time. I am honored to serve with this group.

Through our board policies and procedures the board handles difficult situations. The board addresses student discipline, equity for students and schools, and listening and assisting parents that are not happy with a given situation.

The board discusses issues as they occur and the board chair provides the proper venue and format for discussion. The discussion can be with staff, superintendent in a work session or through e-mail.

We do not shy away from difficult decisions but try to meet with community members to work through difficult issues.

The Board is in touch with what is going on politically within our district and throughout the State. The Board strives to work collaboratively with both the superintendent and the district staff. This has been a challenging year and I think sometimes the Board focuses too much on getting along with the superintendent and staff versus pushing for what we know to be best for the children of the district.

Board members work with OSBA and attend conferences to learn about best practices.

Each school board member acts with integrity, is honest and dedicated to fairness. We support each other and strive to understand varying opinions. We are professional. We encourage each other, staff, students and the community. People can see what collaboration looks like through our actions and this gives us the credibility when we ask the same of others.