

PERFORMANCE STANDARDS AND RATING SCALES

The five (5) standards of the board of education:

1. **Vision, Leadership & Accountability** – The board of education commits to a vision of high student achievement and effective instruction, specifies clear goals to realize that vision, demands accountability for results, and supports continuous improvement of the district.
2. **Board Governance & Policy** – The board of education works effectively as a team and collaborates with the superintendent, exhibits a shared understanding of board and superintendent roles, maintains a set of board operating procedures, and leads/governs the district through policy.
3. **Communication & Community Relations** – The board of education effectively communicates with the superintendent and the local community, represents community interests and values, and ensures district information and decisions are communicated to the community.
4. **Fiscal Resources, Staff Recruitment & Environment** – The board of education oversees the fiscal conditions of the district, aligns resources to meet district goals, ensures appropriate policies for staff recruitment and retention, supports districtwide learning and promotes conditions for health and safety.
5. **Ethical Leadership** – The board of education promotes the success of ALL students and staff, and conducts district business in a fair, respectful and responsible manner.

Performance ratings will use the HEDI scale.

Rating Scale – Highly Effective, Effective, Developing, Ineffective (HEDI)			
Highly Effective	Effective	Developing	Ineffective
Performance exceeds the criteria	Performance meets the criteria	Performance is inconsistent and partially meets the criteria	Performance does not meet the criteria and requires significant improvement
Noteworthy evidence and observation demonstrates the board's exemplary performance. The board has exceeded the criteria and has consistently had a positive impact on board operations and relations with the superintendent, staff and community. The board should cite specific data or evidence that supports this rating.	Noteworthy evidence and observation demonstrates the board's effective performance. The board has satisfactorily met the criteria and has shown an improvement in board operations and relations with the superintendent, staff and community. The board should cite specific data or evidence that supports this rating.	Noteworthy evidence and observation demonstrates that the board's performance has made moderate gains – or maintained the status quo – in board operations and relations with the superintendent, staff and community. The board should cite specific data or evidence that supports this rating.	Noteworthy evidence and observation demonstrates the board has not met the performance criteria and has had a negative impact on board operations and/or relations with the superintendent, staff and community. The board should cite specific data or evidence that supports this rating.

STANDARD 1: VISION, LEADERSHIP & ACCOUNTABILITY

The board of education commits to a vision of high student achievement and effective instruction, specifies clear goals to realize that vision, demands accountability for results, and supports continuous improvement of the district.

Professional Practice	Highly Effective	Effective	Developing	Ineffective	Possible Data Sources: <input type="checkbox"/> Written and visible vision statement <input type="checkbox"/> Established district goals <input type="checkbox"/> Board agendas <input type="checkbox"/> Board presentations <input type="checkbox"/> Board retreats <input type="checkbox"/> Communication materials, website, newsletters <input type="checkbox"/> Annual evaluation of the superintendent report <input type="checkbox"/> Board self-evaluation report <input type="checkbox"/> Attendance records at state-mandated training Additional Sources: <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
	Continually exceeds the criteria	Consistently meets the criteria	Partially meets the criteria	Does not meet the criteria	
A. The board develops a shared vision and mission that reflects student achievement and community priorities, and communicates it to the community.		✓			
B. The board develops annual district goals in alignment with the district vision and mission and adopts an action plan developed by the superintendent to meet the annual goals. Goals are communicated to the community.			✓		
C. The board regularly monitors progress on district goals, effective instruction and student achievement with data-based information.		✓			
D. The board annually evaluates the job performance of the superintendent and monitors the progress made on annual superintendent objectives.	✓				
E. The board conducts a self-evaluation to monitor its own performance and participates in professional development, including state mandated training in the first and third years of term per NRS386.		✓			
					Rating for this standard
Rating					HE <input type="checkbox"/> E <input checked="" type="checkbox"/> D <input type="checkbox"/> I <input type="checkbox"/>
Comments: (Identify strengths or recommendations for improvement) We have a mission to safeguard public resources, the education of the children and the public trust, not personal agendas. We can do better if we strive for those goals and not political posturing.					

STANDARD 2: BOARD GOVERNANCE & POLICY

The board of education works effectively as a team and collaborates with the superintendent, exhibits a shared understanding of board and superintendent roles, maintains a set of board operating procedures, and leads/governs the district through policy.

Professional Practice	Highly Effective	Effective	Developing	Ineffective	Possible Data Sources: <input type="checkbox"/> Date and agenda of workshops/trainings <input type="checkbox"/> Policy review and updates <input type="checkbox"/> Board policies <input type="checkbox"/> Board member handbook and/or new board orientation materials <input type="checkbox"/> Attendance records at state-mandated training
	Continually exceeds the criteria	Consistently meets the criteria	Partially meets the criteria	Does not meet the criteria	
A. The board and superintendent participate in workshops/trainings to build team relationships, review roles, responsibilities, and board operations and orient new board members.			✓		Additional Sources: <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
B. The board has a procedure in place for reviewing established policies on a regular basis and developing new ones.			✓		
C. The board closely adheres to its own procedures, protocols and policies for effective board operations.			✓		
D. The board clearly understands its governance role and responsibilities, adheres to open meetings laws, and delegates district operation responsibilities to the superintendent.			✓		
E. Board members publically support the decision of the majority and speak with a unified voice.		✓			
					Rating for this standard <div> HE E D I </div> <div> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> </div>
Rating					
Comments: (Identify strengths or recommendations for improvement) While I believe that this board is relatively effective, we could be better. In too many instances, during board meetings, we as a whole need to do a better job of communicating to the public. We also have a duty to inform and educate to the public just exactly what it is that we have authority to do. There have been a few instances where members of the board have inserted themselves into situations that are well outside our authority or jurisdiction, and that creates tension and misunderstanding with the public and district staff. Members of this board need to understand that, ethically, we need to hold ourselves to a higher standing. It is our responsibility to collaborate with and make progress to education goals, not micromanage the Superintendent or district staff.					

STANDARD 3: COMMUNICATION & COMMUNITY RELATIONS

The board of education effectively communicates with the superintendent and the local community, represents community interests and values, and ensures district information and decisions are communicated to the community.

Professional Practice	Highly Effective	Effective	Developing	Ineffective	Possible Data Sources: <input type="checkbox"/> Communication policies or procedures <input type="checkbox"/> Schedules of or invitations to community forums <input type="checkbox"/> Reports or presentations on programs that demonstrate community partnerships <input type="checkbox"/> Legislative meetings, letters, or advocacy efforts <input type="checkbox"/> Newsletters and website <input type="checkbox"/> Survey results Additional Sources: <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
	Continually exceeds the criteria	Consistently meets the criteria	Partially meets the criteria	Does not meet the criteria	
A. The board develops a collaborative relationship with the superintendent, keeping cooperation and respectful discussions at the core of its deliberation.			✓		
B. The board establishes effective communication with parents, students, staff and community members while respecting the chain of command and lines of responsibility.			✓		
C. The board works with the superintendent to gain input from the community using forums, survey instruments and other vehicles following agreed-upon procedures.			✓		
D. The board actively generates support for the district through its vision and promoting educational opportunities for all students.		✓			
E. The board is an advocate for the district's interests with legislators and other elected public officials.		✓			
					Rating for this standard <div> HE E D I </div> <div> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> </div>
Rating					
Comments: (Identify strengths or recommendations for improvement) We as a board, could be meeting our standards if we worked as a whole group and not one board member acting as if they are the only voice. For example- I rated us as effective when we truly listened to the community and staff members alike, and opposed a new cell phone policy. In that regard we really worked together as representatives of the public and the staff.					

STANDARD 4: FISCAL RESOURCES, STAFF RECRUITMENT & ENVIRONMENT

The board of education oversees the fiscal conditions of the district, aligns resources to meet district goals, ensures appropriate policies for staff recruitment and retention, supports districtwide learning and promotes conditions for health and safety.

Professional Practice	Highly Effective	Effective	Developing	Ineffective	Possible Data Sources:
	Continually exceeds the criteria	Consistently meets the criteria	Partially meets the criteria	Does not meet the criteria	
A. The board adopts an annual budget that adheres to the provisions of the law and allocates resources based on the district's vision, goals, and priorities for student learning.					<input type="checkbox"/> Policy on budget adoption <input type="checkbox"/> Communication materials, website, newsletters <input type="checkbox"/> Facilities plan and schedule for updates <input type="checkbox"/> Internal audit report <input type="checkbox"/> External audit report <input type="checkbox"/> Risk assessment report <input type="checkbox"/> Policy on recruitment and hiring criteria <input type="checkbox"/> Professional development plans Additional Sources: <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
B. The board keeps the community informed about the financial needs of the district, seeks cost savings and operational efficiencies and invites community input.					
C. The board monitors a facilities plan that meets district student and staff health and safety regulations and guidelines.					
D. The board ensures that the audit committee functions in accordance with State regulatory requirements, reviews internal and external audit findings and responds accordingly.					
E. The board supports the recruitment of highly effective teachers, administrators and staff and provides professional development and support to meet requirements.					
					Rating for this standard
Rating					HE <input checked="" type="checkbox"/> E <input type="checkbox"/> D <input type="checkbox"/> I <input type="checkbox"/>
Comments: (Identify strengths or recommendations for improvement) I believe that this is an area where we, as a whole board, work consistently well.					

STANDARD 5: ETHICAL LEADERSHIP

The board of education promotes the success of ALL students and staff, and conducts district business in a fair, respectful and responsible manner.

Professional Practice	Highly Effective	Effective	Developing	Ineffective	Possible Data Sources: <input type="checkbox"/> Articulation or publication of plans and programs for students' success <input type="checkbox"/> Board members' code of conduct
	Continually exceeds the criteria	Consistently meets the criteria	Partially meets the criteria	Does not meet the criteria	
A. Board members actively promote the belief in the success of all students in the district.		✓			Additional Sources: <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
B. Board members act as conscientious role models, and exhibit professionalism.			✓		
C. Board members exercise their authority only as a board of the whole and recognize that no individual board member has authority to take individual action on behalf of the board.			✓		
D. Board members avoid conflicts of interest and appropriately disclose if one arises.			✓		
E. The board has adopted and annually reaffirms its code of conduct.		✓			
					Rating for this standard
Rating					HE <input type="checkbox"/> E <input type="checkbox"/> D <input checked="" type="checkbox"/> I <input type="checkbox"/>
Comments: (Identify strengths or recommendations for improvement) This past year has shown that we've taken a step backwards in terms of transparency and ethical leadership. Our president has shown that he will monopolize the Superintendent's time outside of board conduct rules. This is unacceptable. We must do better as a board. There are seven of us, not one individual who acts outside their scope of authority. Leadership is a process of influencing and motivating people to achieve a common goal, focusing on the long-term vision and inspiring change. Management is a formal role that focuses on the day to day operations and executing specific tasks to ensure goals are met predictably. Management is the Superintendent's job, not the Board President. True leadership as a Board President is to run a productive, efficient meeting-not five to six hour late night debates. This needs to change.					

ANNUAL SCHOOL BOARD GOALS

Annual goals and evidence of progress need to be identified before completing this sheet.

ANNUAL SCHOOL BOARD GOALS	EVIDENCE OF PROGRESS OR COMPLETION (Evidence/Data Sources)	Highly Effective	Effective	Developing	Ineffective
		Exceeded GOALS	Met GOALS	Partially Met GOALS	Did Not Meet GOALS
Short Term #1. Each board member will seek to improve communication during board member reports. This could include reporting back about committee assignments, training opportunities, or important information related to the work of a school board trustee.			✓		
Long Term #1. Fulfill mandated training requirements per NRS.		✓			
Long Term #2. Analyze and address crowding in our schools.			✓		

ANNUAL SCHOOL BOARD GOALS

Annual goals and evidence of progress need to be identified before completing this sheet.

ANNUAL SCHOOL BOARD GOALS	EVIDENCE OF PROGRESS OR COMPLETION (Evidence/Data Sources)	Highly Effective	Effective	Developing	Ineffective
		Exceeded GOAL	Met GOAL	Partially Met GOAL	Didn't Meet GOAL
Long Term #3. Graduate all LCSD students to be college, career and life successful.				✓	
Long Term #4. Provide all LCSD students a positive learning experience that meets the Student Bill of Rights and highest factors influencing student achievement.			✓		