

**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.**

<b>Possible data sources to consider for this standard could include:</b>  <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.	<b>Question A:</b>  <b>The Board develops a shared vision and mission that reflects student achievement and community priorities, and communicates it to the community.</b>	<b>Question B:</b>  <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.</b>	<b>Question C:</b>  <b>The Board regularly monitors progress on district goals, effective instruction and student achievement with data-based information.</b>	<b>Question D:</b>  <b>The Board annually evaluates the job performance of the superintendent and monitors the progress made on annual superintendent objectives.</b>	<b>Question E:</b>  <b>The Board conducts a self-evaluation to monitor its own performance and participates in professional development, including Board training and seminars.</b>	<b>Standard 1 Comments:</b>  <b>Please identify strengths or recommendations for improvement.</b>
<b>Rating Scale:</b>  <b>Highly Effective:</b> Continually exceeds the criteria <b>Effective:</b> Consistently meets the criteria <b>Developing:</b> Partially meets the criteria <b>Ineffective:</b> Does not meet the criteria	Effective	Developing	Developing	Developing	Developing	I'm not sure the vision to achieve the goals is clear, although the Board is very well intended and prioritizes instruction and student achievement.
	Effective	Effective	Effective	No Response	Effective	There is a need to dive deeper into data on Black, Latinx, Low Income student and Students with disabilities to provide individualized support, especially when the number of students is too small to include in board reports
	Effective	Effective	Effective	Effective	Effective	The board has been making great progress in setting clear and achievable district goals.
	Effective	Effective	Effective	Effective	Effective	I think we could always do a better job of striving for achievement for all students in the district - regardless of identity, etc. But I think we do a good job of establishing effectiveness of achieving those goals, for the district as a whole and looking specifically at the superintendent's performance in achieving our goals as a district.
	Developing	Ineffective	Developing	Developing	Ineffective	Do effective self evaluations. Participate directly in review and update of board policies and board handbook.

**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.**

<b>Possible data sources to consider for this standard could include:</b>  <input type="checkbox"/> Date and agenda of annual retreat <input type="checkbox"/> Policy review and updates <input type="checkbox"/> Board operations manual <input type="checkbox"/> Board meeting observation assessment <input type="checkbox"/> Board member handbook and/or new Board member orientation materials <input type="checkbox"/> Attendance records at state-mandated training	<b>Question A.</b>  <b>The Board and Superintendent participate in an annual retreat to build team relationships, review roles, responsibilities, and Board operations and orient new Board members.</b>	<b>Question B.</b>  <b>The Board has a procedure in place for reviewing established policies on a regular basis and developing new ones.</b>	<b>Question C.</b>  <b>The Board closely adheres to its own procedures, protocols and policies for effective Board operations.</b>	<b>Question D.</b>  <b>The Board clearly understands its governance role and responsibilities, adheres to open meetings laws, and delegates district operation responsibilities to the superintendent.</b>	<b>Question E.</b>  <b>Board members publically support the decision of the majority and speak with a unified voice.</b>	<b>Standard 2 Comments:</b>  <b>Please identify strengths or recommendations for improvement.</b>
<b>Rating Scale:</b>  <b>Highly Effective:</b> Continually exceeds the criteria <b>Effective:</b> Consistently meets the criteria <b>Developing:</b> Partially meets the criteria <b>Ineffective:</b> Does not meet the criteria	Ineffective	Ineffective	Developing	Effective	Effective	This feels a bit haphazard. We need to do a better job of onboarding new trustees, Board policies have been neglected, and a Board retreat would be great to review roles and responsibilities. However, I think the Board works really well together, respects each other's opinions, and speaks with a united voice, which is critical for effective governance.
	Developing	Highly Effective	Effective	Effective	Effective	Need review of brown act to ensure board speaks to relevant information during board meetings/ stays on topic. Our current retreat is not as effective as it could be.
	Effective	Effective	Effective	Highly Effective	Developing	There was a recent situation where the majority of the board made a decision and the dissenting member had a strong response that was taken to the public without context. Board members must understand that they can disagree, but the majority of the board is the district guidance.
	Developing	Developing	Effective	Effective	Highly Effective	I think we've done a good job of speaking with a unified voice this year - better than in some prior years. I think the board should do a better job of conducting a yearly retreat (if that's a goal) and regularly reviewing policies to be sure we adhere to them.
	Ineffective	Ineffective	Developing	Developing	Effective	No comment

**STANDARD 3: COMMUNICATION & COMMUNITY RELATIONS**

**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.**

<b>Possible data sources to consider for this standard could include:</b> <input type="checkbox"/> Date and agenda of annual retreat <input type="checkbox"/> Policy review and updates <input type="checkbox"/> Board operations manual <input type="checkbox"/> Board meeting observation assessment <input type="checkbox"/> Board member handbook and/or new Board member orientation materials <input type="checkbox"/> Attendance records at state-mandated training	<b>Questions A.</b>  <b>The Board develops a collaborative relationship with the superintendent, keeping cooperation and respectful discussions at the core of its deliberation.</b>	<b>Question B.</b>  <b>The Board establishes effective communication with parents, students, staff and community members while respecting the chain of command and lines of responsibility.</b>	<b>Question C.</b>  <b>The Board works with the Superintendent to gain input from the community using forums, survey instruments and other vehicles following agreed-upon procedures.</b>	<b>Question D.</b>  <b>The Board actively generates support for the district through its vision and promoting educational opportunities for all students.</b>	<b>Question E.</b>  <b>The Board is an advocate for the District's interests with legislators and other elected public officials.]</b>	<b>Standard 3 Comments:</b>  <b>Please identify strengths or recommendations for improvement.</b>
<b>Rating Scale:</b>  <b>Highly Effective:</b> Continually exceeds the criteria <b>Effective:</b> Consistently meets the criteria <b>Developing:</b> Partially meets the criteria <b>Ineffective:</b> Does not meet the criteria	Effective	Effective	Developing	Developing	Ineffective	I don't really identify with any of these standards and feel like we're winging it! I can't speak for others, but most of this is intuitive rather than intentional.
	Effective	Effective	Developing	Effective	No Response	Board needs a refresher on B, C is often done very late in the game and is something we need to do better on. E we only have some individual relationships and we need to work on this more, of course this is hard to do with such a small district.
	Effective	Effective	Effective	Developing	Highly Effective	I think that the board could do more work around generating community support and sharing information. I think this may shift with school site councils being established.
	Highly Effective	Effective	Effective	Effective	Developing	I think the board does a great job of working in a respectful way with the superintendent and does a good job of soliciting feedback from the community. We could do a better job of advocating for the district with the government (if that is a goal of the board) and can always get better at involving, informing and getting suggestions from the district.
	Developing	Developing	Ineffective	Effective	Ineffective	The Board has limited understanding or knowledge of board policies and has little participation in updating and reviewing them.

**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 safet**

<b>Possible data sources to consider for this standard could include:</b> <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	<b>Question A.</b>  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.	<b>Question B.</b>  The Board keeps the community informed about the financial needs of the district, seeks cost savings and operational efficiencies and invites community input.	<b>Question C.</b>  The Board monitors a facilities plan that meets district student and staff health and safety regulations and guidelines.	<b>Question D.</b>  The Board ensures that the audit committee functions in accordance with CA State regulatory requirements, reviews internal and external audit findings and responds accordingly.	<b>Questions E.</b>  The Board supports the recruitment of highly effective teachers, administrators and staff and provides professional development and support to meet annual professional performance review requirements.	<b>Standard 4 Comments:</b>  Please identify strengths or recommendations for improvement.
<b>Rating Scale:</b>  <b>Highly Effective:</b> Continually exceeds the criteria <b>Effective:</b> Consistently meets the criteria <b>Developing:</b> Partially meets the criteria <b>Ineffective:</b> Does not meet the criteria	Highly Effective	Highly Effective	Highly Effective	Highly Effective	Effective	These goals are only met because we are fortunate enough to have Jackie Kim as our CBO. Any success in these areas is due to her diligence - we really shouldn't take credit for any of it. The same applies to the District's efforts to recruit amazing staff, which is a challenge.
	Highly Effective	Highly Effective	Highly Effective	Effective	Effective	E. need to work on retainment
	Developing	Highly Effective	Highly Effective	Effective	Effective	The board has worked hard on our budget and ways to improve the districts fiscal situation. The facilities master plan is a great step forward and the board took action to put a Bond extension on the ballot to meet the needs presented in the master plan. There are a few areas of improvement for budgets best meeting student needs.
	Effective	Effective	Effective	Highly Effective	Effective	I think the district does a great job of staying fiscally solvent and approving budgets as appropriate, and the board does a good job of keeping the district informed of financial needs and soliciting feedback. This year we improved a great deal on facilities plans. We can always do a better job of improving recruitment efforts to bring in diverse teachers and staff and to support them once they get here.
	Highly Effective	Effective	Effective	No Response	Developing	To my knowledge we don't have an audit committee.

**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.**

<b>Possible data sources to consider for this standard could include:</b>  <input type="checkbox"/> Articulation or publication of plans and programs for students' success <input type="checkbox"/> Board members' code of ethics	<b>Question A.</b>  <b>Board members actively promote the belief in the success of all students in the district.</b>	<b>Question B.</b>  <b>Board members act as conscientious role models, and exhibit professionalism</b>	<b>Question C.</b>  <b>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.</b>	<b>Question D.</b>  <b>Board members avoid conflicts of interest and appropriately disclose if one arises.</b>	<b>Question E.</b>  <b>The Board has adopted and annually reaffirms its code of ethics.</b>	<b>Standard 5 Comments:</b>  <b>Please identify strengths or recommendations for improvement.</b>
<b>Rating Scale:</b>  <b>Highly Effective:</b> Continually exceeds the criteria <b>Effective:</b> Consistently meets the criteria <b>Developing:</b> Partially meets the criteria <b>Ineffective:</b> Does not meet the criteria	Highly Effective	Effective	Highly Effective	Highly Effective	Developing	Not much to say here, but we would benefit from a conversation about how best to represent ourselves in public meetings.
	Highly Effective	Effective	Highly Effective	Highly Effective	Highly Effective	need a bit of work on ensuring that just because a board member is upset about something we do NOT advise any parent, caregiver or community member on "taking legal action against the district"
	Highly Effective	Highly Effective	Developing	Developing	Effective	I am hopeful that we are moving towards effective in all areas. Board members do not have authority as a single member, but the board as a whole does.
	Effective	Effective	Highly Effective	Highly Effective	Highly Effective	I think the board has done a good job of being professional and speaking with one voice. We can always do a better job of promoting the possibilities for success for all students in the district regardless of race, economic resources, etc.
	Effective	Developing	Effective	Highly Effective	Ineffective	None