

# Board Self Evaluation 2017

## District: Livingston Bd of Ed

<b>Quantification of Relative Value</b> <i>As a board member, I:</i>	Vital <b>4</b>	Very Important <b>3</b>	Somewhat Important <b>2</b>	Not Important <b>1</b>	Not Observed	
PLANNING: The board is a planning body, focusing on the district mission and goals	5	0	0	0	0	4.0
POLICY: The board is a policy-making body, focusing on the development, review and revision of policy.	3	2	0	0	0	3.6
STUDENT ACHIEVEMENT: The board requires written curriculum and systematic evaluation that is focused on student achievement.	5	0	0	0	0	4.0
FINANCE: The board provides financial oversight for budget development and evaluation, program support and equity.	3	2	0	0	0	3.6
BOARD OPERATION: The board operates through bylaws and effective meeting procedures, using collaborative decision-making skills.	3	2	0	0	0	3.6
BOARD PERFORMANCE: The board exhibits good boardsmanship in areas of confidentiality, listening skills, preparedness, conflict management	3	2	0	0	0	3.6
BOARD / SUPERINTENDENT RELATIONSHIPS: The board respects the differences in roles and responsibilities, maintaining good communication and interaction between the board and the superintendent.	5	0	0	0	0	4.0
BOARD / STAFF RELATIONSHIPS: The board has effective personnel policies and supports staff development related to student achievement and recognition of staff accomplishments.	5	0	0	0	0	4.0
BOARD AND COMMUNITY: The board effectively represents and communicates with the public, involving the community in district planning.	4	1	0	0	0	3.8

<b>I Planning</b>						
<b>About the Board</b> <i>Our Board</i>	Commendable	Good	Adequate	Unsatisfactory	Not Observed	
	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>		
1. with broad community input, established a district wide mission and multi-year plan for education.	1	1	3	0	0	2.6
2. plans, and collaboratively sets district and board goals and establishes priorities annually.	2	2	1	0	0	3.2
3. reviews Action Plans developed to support the goals.	1	1	1	1	1	2.5
4. regularly monitors progress towards achieving the district's vision, mission and goals making adjustments as needed.	1	1	3	0	0	2.6
					<b>AVG:</b>	<b>2.7</b>

<b>About You, the Board Member</b> <i>As a board member, I:</i>	Commendable	Good	Adequate	Unsatisfactory	Not Observed	
	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>		
A. participate fully in the district planning process.	2	3	0	0	0	3.4
B. recognize the importance of meaningful public participation in the planning process.	3	2	0	0	0	3.6
C. support the district vision, mission and goals.	3	2	0	0	0	3.6
					<b>AVG:</b>	<b>3.5</b>

<b>II Policy</b>						
<b>About the Board</b> <i>Our Board</i>	Commendable	Good	Adequate	Unsatisfactory	Not Observed	
	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>		
1. operates as a "policy-making body."	2	2	1	0	0	3.2
2. develops broad policies that give the administration sufficient authority and latitude to manage the day-to-day operations.	2	2	1	0	0	3.2
3. uses written policies as the framework for our decision-making process.	0	3	2	0	0	2.6
4. reviews and updates the policy manual regularly as required by NJQSAC insuring that our bylaws, policies and procedures reflect current regulatory, and statutory requirements.	2	3	0	0	0	3.4
5. ensures that the administration develops appropriate procedures and regulations to implement the board's policy intent.	1	2	2	0	0	2.8
					<b>AVG:</b>	<b>3.0</b>

<b>About You, the Board Member</b> <i>As a board member, I:</i>	Commendable	Good	Adequate	Unsatisfactory	Not Observed	
	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>		
A. am familiar with the board's policies.	2	1	2	0	0	3.0
B. use board policy as a basis for decision-making.	1	4	0	0	0	3.2
C. leave policy implementation to the administrative staff.	1	3	1	0	0	3.0
D. avoid involvement in day-to-day operations of the district.	3	2	0	0	0	3.6
					<b>AVG:</b>	<b>3.2</b>

<b>III Student Achievement</b>						
<b>About the Board</b> <i>Our Board</i>	Commendable	Good	Adequate	Unsatisfactory	Not Observed	
	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>		
1. determines the district educational goals with input and data from administration.	1	2	1	1	0	2.6
2. requires written curriculum with specific evaluation components in accordance with all statutes.	2	3	0	0	0	3.4
3. requires systematic evaluation of and feedback on the instructional program.	0	2	3	0	0	2.4
4. uses the expertise of the professional staff, in development of curriculum, ensuring it is focused on student achievement.	2	3	0	0	0	3.4
5. monitors the effectiveness of our instructional programs by measuring student achievement against state and local standards and other pertinent data.	2	0	2	1	0	2.6
6. sets high standards for all students based on multiple, assessment measures.	2	1	2	0	0	3.0
					<b>AVG:</b>	<b>2.9</b>

<b>About You, the Board Member</b> <i>As a board member, I:</i>	Commendable	Good	Adequate	Unsatisfactory	Not Observed	
	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>		
A. am involved in determining district educational goals.	1	2	1	0	0	3.0
B. am aware of the community's educational aspirations.	4	0	1	0	0	3.6
C. focus on improving student achievement as a basis in my educational decision-making.	4	1	0	0	0	3.8
					<b>AVG:</b>	<b>3.5</b>

<b>IV Finance</b>						
<b>About the Board</b> <i>Our Board</i>	Commendable	Good	Adequate	Unsatisfactory	Not Observed	
	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>		
1. exercises financial oversight of all aspects of district operations in accordance with statutes.	1	4	0	0	0	3.2
2. provides policy guidelines and parameters, related to our goals, for budget development/evaluation.	0	3	2	0	0	2.6
3. requires that all requests for unbudgeted expenditures be accompanied by specific indication of need and funding sources.	0	4	0	1	0	2.6
4. balances the educational needs of students with the impact of budgetary increases.	4	1	0	0	0	3.8
5. reviews, understands and evaluates all financial reports to ensure that all educational dollars are used in an efficient and effective manner.	1	4	0	0	0	3.2
					<b>AVG:</b>	<b>3.1</b>

<b>About You, the Board Member</b> <i>As a board member, I:</i>	Commendable	Good	Adequate	Unsatisfactory	Not Observed	
	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>		
A. understand the relationship between our budget and our district's goals.	4	1	0	0	0	3.8
B. understand and participate in our district's budgeting process.	1	4	0	0	0	3.2
C. understand and review the monthly reports.	2	2	1	0	0	3.2
D. understand and review the results of the annual audit.	2	3	0	0	0	3.4
					<b>AVG:</b>	<b>3.4</b>

<b>V Board Operations</b>						
<b>About the Board</b> <i>Our Board</i>	Commendable	Good	Adequate	Unsatisfactory	Not Observed	
	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>		
1. holds our meetings in compliance with applicable statutes, policies and bylaws.	4	1	0	0	0	3.8
2. provides a climate that allows free, open and orderly discussion by all members at our meetings.	3	1	1	0	0	3.4
3. develops and utilizes skills in teamwork, consensus building, collaborative problem solving and decision making.	1	2	1	1	0	2.6
4. uses good decision-making processes, acting only after all appropriate information has been received and studied.	1	2	1	1	0	2.6
5. acts only after giving administration time to gather information and make recommendations.	1	3	1	0	0	3.0
6. respects the administration's leadership by thoughtfully deliberating on recommendations.	3	1	1	0	0	3.4
7. provides time, funding and opportunity for orienting and updating our members on local, county, state and federal levels in accordance with statutory travel regulations.	1	4	0	0	0	3.2
Our Board acts as: A board of the whole : 5						
1. our board method of governance: contributes to the overall effectiveness and efficiency of the board.	1	1	2	1	0	2.4
2. our board method of governance: has clearly defined bylaws.	2	2	1	0	0	3.2
3. our board method of governance: lessens the total work of board members.	0	1	3	1	0	2.0
4. our board method of governance: ensures appropriate communication to the board.	1	3	1	0	0	3.0
					<b>AVG:</b>	<b>3.0</b>

<b>About You, the Board Member</b> <i>As a board member, I:</i>	Commendable <b>4</b>	Good <b>3</b>	Adequate <b>2</b>	Unsatisfactory <b>1</b>	Not Observed	
A. introduce new issues through the agenda process, allowing sufficient time for appropriate study.	3	1	1	0	0	3.4
B. recognize the importance of teamwork, problem solving and effective decision-making.	4	1	0	0	0	3.8
C. attend workshops to increase my effectiveness as a board member.	1	2	0	2	0	2.4
					<b>AVG:</b>	<b>3.2</b>

<b>VI Board Performance</b>						
<b>About the Board</b> <i>Our Board</i>	Commendable	Good	Adequate	Unsatisfactory	Not Observed	
	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>		
1. recognize that authority rests with the board as a whole, sitting in a legally authorized board meeting.	3	2	0	0	0	3.6
2. make every effort to attend all board meetings, coming prepared and having done their homework.	4	1	0	0	0	3.8
3. recognizes the need for, and the importance of, confidentiality.	3	1	0	1	0	3.2
4. works together in an atmosphere of mutual trust and respect.	0	3	1	1	0	2.4
5. ensures that all members have input into decisions.	2	2	1	0	0	3.2
6. avoids even the appearance of impropriety or conflict of interest.	2	2	1	0	0	3.2
7. operates in accordance with the board member's Code of Ethics and the Ethics Act.	2	3	0	0	0	3.4
					<b>AVG:</b>	<b>3.3</b>

<b>About You, the Board Member</b> <i>As a board member, I:</i>	Commendable	Good	Adequate	Unsatisfactory	Not Observed	
	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>		
A. make no personal promises nor take any private action.	5	0	0	0	0	4.0
B. make every effort to attend all meetings, having done my homework and prepared to contribute.	5	0	0	0	0	4.0
C. maintain the confidentiality of board proceedings.	5	0	0	0	0	4.0
D. am respectful of everyone at our meetings and I listen with an open mind.	3	1	1	0	0	3.4
E. adhere to ethical standards.	5	0	0	0	0	4.0
					<b>AVG:</b>	<b>3.9</b>

<b>VII Board Superintendent Relationships</b>						
<b>About the Board</b> <i>Our Board</i>	Commendable	Good	Adequate	Unsatisfactory	Not Observed	
	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>		
1. respects the management responsibilities and administrative prerogatives of the superintendent.	1	2	1	1	0	2.6
2. works with the superintendent in a spirit of mutual trust and confidence.	0	2	2	1	0	2.2
3. maintains ongoing open lines of communication, and observes the chain of command.	3	1	1	0	0	3.4
4. keeps the superintendent informed about community/school issues and aspirations.	2	2	1	0	0	3.2
5. conducts a comprehensive and fair annual evaluation of the superintendent in accordance with statute and code as per NJQSAC.	3	2	0	0	0	3.6
6. works with the superintendent to develop performance objectives for evaluation that are consistent with district goals and in compliance with district policy.	3	1	0	0	1	3.8
7. requires regular dialogue on progress towards district goals and objectives, student achievement and feedback on performance.	3	0	2	0	0	3.2
					<b>AVG:</b>	<b>3.1</b>

<b>About You, the Board Member</b> <i>As a board member, I:</i>	Commendable	Good	Adequate	Unsatisfactory	Not Observed	
	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>		
A. respect the management responsibility of the superintendent.	4	1	0	0	0	3.8
B. observe the chain of command.	4	0	1	0	0	3.6
C. participate fully in the superintendent evaluation process approaching the task of evaluation fairly and diligently.	4	1	0	0	0	3.8
					<b>AVG:</b>	<b>3.7</b>

<b>VIII Board/Staff Relationships</b>						
<b>About the Board</b> <i>Our Board</i>	Commendable	Good	Adequate	Unsatisfactory	Not Observed	
	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>		
1. provides effective personnel policy direction and oversight.	2	3	0	0	0	3.4
2. recognizes the importance of staff development and provides the necessary time and funds.	4	1	0	0	0	3.8
3. provides for public recognition of staff achievements.	3	2	0	0	0	3.6
4. treats district staff with courtesy and respect, recognizing that the appropriate channel for board/staff communications is through the superintendent.	4	1	0	0	0	3.8
5. ensures that our actions and decisions are quickly and effectively communicated to the staff.	1	2	1	0	1	3.0
					<b>AVG:</b>	<b>3.5</b>

<b>About You, the Board Member</b> <i>As a board member, I:</i>	Commendable	Good	Adequate	Unsatisfactory	Not Observed	
	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>		
A. communicate all concerns about staff members to the superintendent.	3	1	1	0	0	3.4
B. use and enforce the chain of command.	5	0	0	0	0	4.0
C. attend school and community activities.	1	3	1	0	0	3.0
					<b>AVG:</b>	<b>3.5</b>

<b>IX Board and Community</b>						
<b>About the Board</b> <i>Our Board</i>	Commendable	Good	Adequate	Unsatisfactory	Not Observed	
	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>		
1. acts as representatives for every child in our school district.	4	0	1	0	0	3.6
2. anticipates community issues and trends affecting our district.	2	3	0	0	0	3.4
3. encourages community involvement in the district.	2	2	1	0	0	3.2
4. promotes community use of school facilities.	4	0	0	0	1	4.0
5. builds partnerships with the community, business and governmental leaders.	1	1	2	1	0	2.4
6. provides opportunity for meaningful parental involvement.	2	1	2	0	0	3.0
7. has an effective community relations program.	1	2	1	1	0	2.6
					<b>AVG:</b>	<b>3.2</b>

<b>About You, the Board Member</b> <i>As a board member, I:</i>	Commendable	Good	Adequate	Unsatisfactory	Not Observed	
	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>		
A. make my decisions based on what is best for every child in the entire district.	5	0	0	0	0	4.0
B. listen to, and consider, community input while guarding my statutory decision-making authority.	5	0	0	0	0	4.0
C. promote the positive image of the district within the community.	4	1	0	0	0	3.8
					<b>AVG:</b>	<b>3.9</b>

