

Evaluation Of School Board Operational Procedures

Members of the Eagle County School District Board of Education willingly take on the difficult but important task of grading themselves and the board on which they serve. While the primary purpose of this assessment is the improvement of school board leadership, the Board recognizes the value of self-evaluation in providing a model for the evaluation policies of the school district. By setting standards and then evaluating itself against those standards, the Board believes that such evaluation will also help to build trust and respect among its members as board skills improve.

Evaluation instruments providing for dual evaluation by the Superintendent and members of the Administrative Team, as well as Board members, will be used as one means of providing an meaningful answer to the question, "How well are we doing?" Dual evaluation acknowledges the Board's close working relationship with the administrative staff and the fact that the Board's actions or inaction can significantly affect the effectiveness of the Administrative Team.

Guidelines for the Evaluation Process

1. Board members should know the standards against which they will evaluate themselves and should be involved in the development of these standards.
2. Evaluation should be done in executive session, at a scheduled time and place, with no other items on the agenda, and with all board members present.
3. The evaluation should be a composite of the individual board members' opinions, but the Board as a whole should meet to discuss the results.
4. The evaluation should include a discussion of strengths as well as weaknesses.
5. The evaluation should be made at least once a year.
6. The Board should not limit itself to those items which appear on the evaluation form. No form or set of guidelines could encompass the totality of a school board's responsibilities.
7. Each judgment should be supported by as much rational and objective evidence as possible.
8. When the Board has received the composite profiles from the self-evaluation and staff evaluation, the members will then discuss the results and formulate a series of objectives for the ensuing year.