

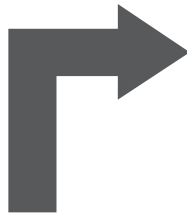
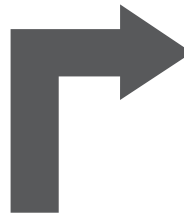


# EVALUATING the BOARD / PERFORMANCE CHECKLISTS

Here's a concept tool describing three sets of performance characteristics for a governing team. Encouragement: Complete solo then engage in a team process to "take a step of improvement" or "go next level."

**"We expect excellence of everyone else. We need maximize classroom-to-boardroom aligned effort. The governing team's strategic framework is declared through to start modeling it!"**

- veteran board member



## PARTIALLY EFFECTIVE...

- Policy manuals
- Ongoing meetings
- Annual evaluation for superintendent
- Individuals may occasionally attend CASB convention and other learning events
- Planning and accountability according to state mandates
- Engaging constituents through chance encounters and "public participation" times

## EFFECTIVE...

- Policies up to date
- Policies referenced frequently
- Each member with a policy manual
- Strategic framework for the governing effort (core values, operating norms, wildly important goals/initiative/ENDS, strategic purpose and motivating vision)
- Attends learning events (local, regional and through major CASB events)
- Evaluates its work occasionally
- Holds an effectiveness/improvement work session annually
- Generally oversees achievement, safety, budget and systems planning
- Communicates with constituents regularly
- District strategic system developed and in action - district vision, mission, goals and alignment of effort and resources

## HIGHLY EFFECTIVE...

- Policy leadership** fuels all team actions. All governing work aligns to up-to-date policies. Policies transparent online. Meeting prep and agenda work link to policies.
- Strategic planning and framing** maximize classroom-to-boardroom aligned effort. The governing team's strategic framework is declared through postings, agenda sheets and discussions. The team constantly pursues exemplary performance.
- Guides/stewards the district through its "one employee"**
- Ongoing evaluation** of team and exec performance keyed to strategic alignment. Meetings debriefed regularly. Performance reviews and improvement sessions 2-3 times year. Quarterly executive sessions for the superintendent's "support, development and healthy challenge." Continuous improvement a norm.
- Strategic topics, policy checks/updates, measurement milestones, seasonal challenges built into **yearly board calendar**
- Oversees, invests in and learns from a **strategic "listening system"** of internal and external constituents
- Constantly acts with **strategic advocacy** (locally, first and foremost; regionally and at state level). Advisory committees are engaged as strategic assets.
- Intentionally invests time and money in **board learning**, reflecting, applying, and sustaining. Maximizes all CASB assets. Studies and learns together.
- Owns learning progress/success** for each and every student

