

To: Board of Trustees

From: Board Self Evaluation Committee

Re: BOT Self Evaluation Survey Results

We are sending each of you the survey results and this brief summary to review before the meeting. We are also including a process we will use for discussion at the meeting. We have one hour set- aside for discussion on Tuesday. It is the first item on the agenda.

Overview:

On the face of it, several questions have a wide difference in responses, but the comments seem to reflect a much closer similarity in perspective. There may be differences in how people tended to grade hard to easy.

Of all 85 responses, 58.9% (50) indicated an effective rating. 17.6% of responses (15) indicated a highly effective rating, 16.5% (14), indicated an adequate rating, and 7% (6) indicated a needs improvement rating.

Overall, the largest response is for effective or highly effective at 76% (50% and 26% respectively) with 24% (17% and 7% respectively) of responses indicating an adequate or needs improvement rating.

This seems consistent with the overall theme of the comments. We feel we are much improved, but we want to continue to improve in order to become highly effective overall, and there are a lot of specific suggestions about things we would like to see change for the better. Even in questions that received a preponderance of effective and highly affective ratings, suggestions were made for improvement by several trustees. There was no question that received a preponderance of adequate or needs improvement ratings.

Questions that received all highly effective or effective ratings and no adequate or needs improvement ratings:

Q #1, comprehensive approach to assuring student success, etc.

Q#5 relationship with Superintendent/President

Q#10, conducting meetings in orderly and respectful manner

General Themes and Process Comments:

- Many trustees mentioned wanting to assure adequate time for discussion and a desire to not rush decision-making.
- It would be good to revise the survey questions for next year. *NOTE: the committee did not have time this year to do a substantial revision, so the only changes from last year were minor tweaks.*
- There is concern about being mindful of David's large workload and time constraints and respectful of his need to have quality time off. There is a lot of conjecture about how to best do that, indicating a need to talk about this with him to make sure he gets what he needs in the way he needs it.
- There is a need to better define trustee roles in several areas and to better integrate BOT involvement in all areas of planning and oversight, and to track follow-thru and results.
- There are varying suggestions about how to better educate ourselves and improve our effectiveness as trustees.
- While we see study sessions as an effective tool for decision-making, there are varying suggestions about how to improve them.

Process for Discussion:

We will do a group brainstorm of ideas to enhance our effectiveness in key areas, then prioritize with sticky dots; synthesize responses; and develop consensus on priorities. Then we will identify next steps to implement the improvements.

The committee collapsed the various survey areas to create five key areas:

1. Institutional planning, decision-making processes, study sessions, fiscal oversight
2. Effectiveness as trustees and working as a governance team

3. Working with/ representing the community
4. Effective working relationship with Superintendent/President
5. Determine our priorities for next year