

## **Evaluation of School Board/Board Self-Evaluation**

The Highland Board of Education is committed to a self-evaluation process. We believe that only through a thorough self-examination, the setting of Board goals And the prioritization of our efforts can we effectively grow in the fulfillment of our responsibilities. Toward this end, we establish the following evaluation process.

Twice each year, the Board shall meet in executive session for the purpose of self-evaluation and goal planning. This should be completed once in January, at mid-year and again during the summer. The president shall be responsible for setting specific dates and times for this process. Should the Board feel the need, more frequent planning sessions may be set by the president.

At these times, members of the Board shall discuss the progress of their chosen biannual job targets. They also shall develop new job targets for the following six-month period.

When setting biannual job targets for the Board, the directors shall listen to each member's concern and ideas regarding any aspect of Highland educational programs and operation. Then after reviewing their progress toward fulfillment of the previous job targets, they shall establish no less than one job target in each of the following areas of their responsibilities: staff relationships, student and community relationships, boardsmanship self-improvement and special program development. Each of these job targets shall contain activities concerning how the objective is to be accomplished and which Board members are expected to accomplish them.

The Board in no way shall be limited to one objective in each area. At times it may be appropriate to develop two or more objectives in an area. The purpose of the process is to prioritize, as a Board, exactly which of the many Board responsibilities shall receive unified, focused and direct intervention or attention. This shall allow for goal-directed responses and energies directed at prioritized and identified needs of the district and a coordinated and unified direction for the Board as it identifies, discharges and evaluates its multiple responsibilities to the school district.

A summative statement regarding the Board's performance for the previous six months shall be drafted by the Board and attached to the job targets previously developed. The Board shall then draft a new list of job targets. These shall be kept in a confidential file in the superintendent's office as a source of reference for the current or future Boards.

The entire Board retains primary responsibility for the discharge of this responsibility. However, the Board at its discretion may invite the superintendent or others to the planning session in order that the task may be completed efficiently.

Adopted: ?????