

Gresham-Barlow



School District

BOARD OF EDUCATION

Board Planning Session

AGENDA

March 22, 2018

Gresham-Barlow School District

Board Meeting and Planning Session - Agenda Thursday, March 22, 2018 7:30 a.m. – 4:00 p.m.

Gresham-Barlow School District – Large Conference Room
1331 NW Eastman Pkwy, Gresham, OR

**Amended Agenda*

	Time	Agenda Item	Lead
	7:30 a.m.	Continental Breakfast	
1	8:00 a.m.	Welcome, Expectations & Approval of Meeting Agenda	Kris Howatt, Chair
2	8:05 a.m.	*Board Work Session <ul style="list-style-type: none"> • Discussion of The Leader in Me: Rethinking Leadership Symposium 	All
3	9:00 a.m.	Opening Remarks	Kris Howatt, Chair
4	9:05 a.m.	Setting the Stage for Board Planning Retreat <ul style="list-style-type: none"> • Expectations • Agree upon terms of engagement • Warm-up activity 	Deborah Keys Write Perkins Consulting Group, LLC
5	9:30 a.m.	Share and Discuss Board Pre-Assessment Results <ul style="list-style-type: none"> • Identified Key Areas of Focus <ul style="list-style-type: none"> ○ Board/Instructional Programs ○ Board/Community Relations ○ Vision and Planning 	Deborah Keys Write Perkins Consulting Group, LLC
6	10:45 a.m.	Aligning Goals and Priorities	Deborah Keys Write Perkins Consulting Group, LLC
	12:00 p.m.	Recess for Lunch	
7	1:00 p.m.	Tiering Board Goals to Superintendent Goals	Deborah Keys Write Perkins Consulting Group, LLC
	4:00 p.m.	Reflections and Adjournment	

AKP:sa

DISTRICT VALUES

At the January 4, 2018, the Gresham-Barlow School Board adopted the values listed below. These values will be used as the district moves forward with strategic planning.

Gresham-Barlow School District Values

Stewardship

Our high calling is to the safety and educational development of ALL our students. With that principal and enduring consideration, we carefully manage every resource of people, time, facilities, and finance. No circumstance absolves us from the privilege and responsibility of educating our students.

To that end: we affirm the value of effective educators and leaders, which is the rightful expectation of every student in every building in our district; we conduct our business as grateful ambassadors of our community and its reputation; and, we promote by our actions and expectations the noble profession of educator.

Community

We are champions of the vibrant and diverse communities of parents, guardians, grandparents, neighbors, administrators, teachers, staff, and students that make our schools and our district. We are also partners alongside civic, business, non-profit, and faith-based institutions in pursuing prosperity for the cities, towns, and neighborhoods we serve. Neither can our community thrive without our success, nor we succeed without our community. We embrace our lofty role as leaders in teaching and learning with devotion and professionalism in the spirit of partnership, selflessness, and inclusion.

Integrity

Above all and in all, we are noble in our actions and our intentions. Our conduct is forthright, respectful, and sincere, and our faith in one another upheld by a common bond of honesty, even and especially when perspectives or passions may differ.

DLT / ILT Priorities

- Build a framework that defines and aligns curriculum and assessment in academic areas, social-emotional learning and digital literacy.
- Build systems that give students a voice and make them feel comfortable, appreciated, and understood.
- Build a framework that is committed to high-quality, effective instructional practices.

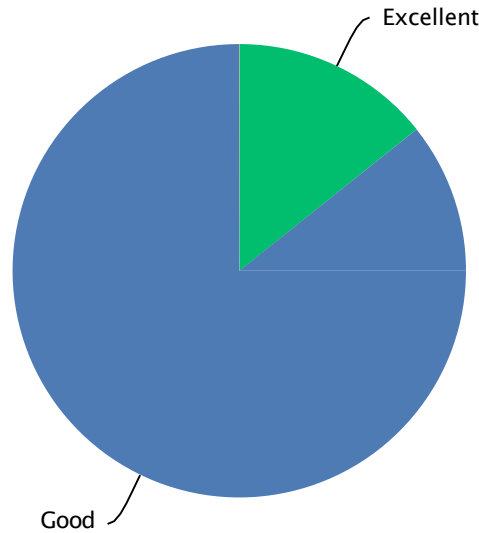
PRE-ASSESSMENT RESULTS



FRIDAY, MARCH 22, 2018

Q1 BOARD QUALITIES: The Board: Displays a sincere and unselfish interest in public education which develops and contributes to the growth of students.

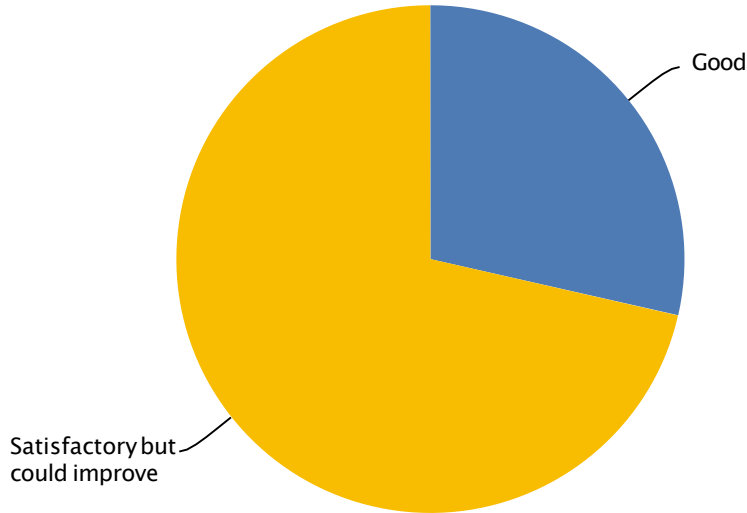
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ANSWER CHOICES	RESPONSES	
Excellent	14.29%	1
Good	85.71%	6
Satisfactory but could improve	0.00%	0
Weak and should improve	0.00%	0
Ineffective	0.00%	0
TOTAL		7

Q2 The Board: Possesses an understanding of the educational needs of the community.

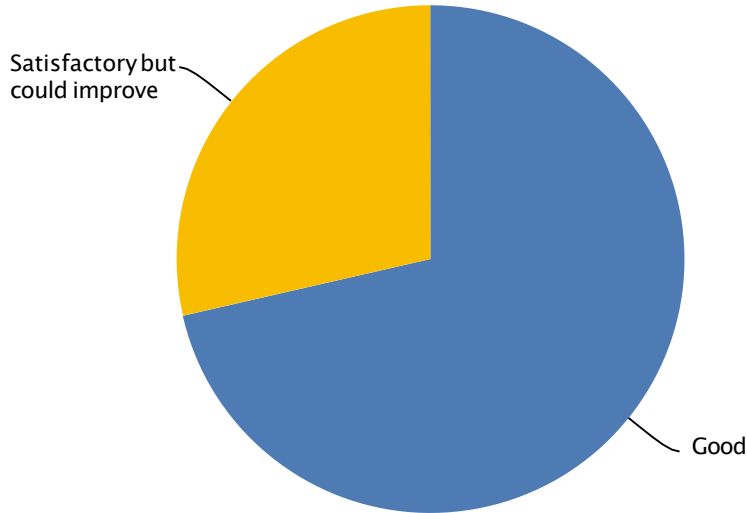
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ANSWER CHOICES	RESPONSES	
Excellent	0.00%	0
Good	28.57%	2
Satisfactory but could improve	71.43%	5
Weak and should improve	0.00%	0
Ineffective	0.00%	0
TOTAL		7

Q3 The Board: Weighs all decisions in terms of what is best for the students of the school system.

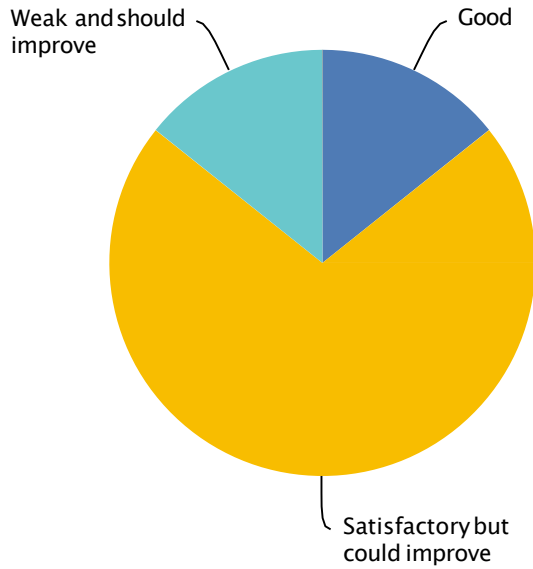
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ANSWER CHOICES	RESPONSES	
Excellent	0.00%	0
Good	71.43%	5
Satisfactory but could improve	28.57%	2
Weak and should improve	0.00%	0
Ineffective	0.00%	0
TOTAL		7

Q4 The Board: Is visible in the community.

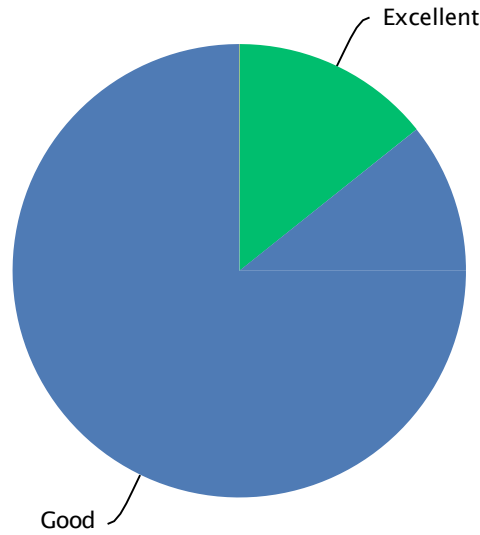
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ANSWER CHOICES	RESPONSES	
Excellent	0.00%	0
Good	14.29%	1
Satisfactory but could improve	71.43%	5
Weak and should improve	14.29%	1
Ineffective	0.00%	0
TOTAL		7

Q5 The Board: Is independent and open-minded and respects the decisions of individual board members and administrators on various issues.

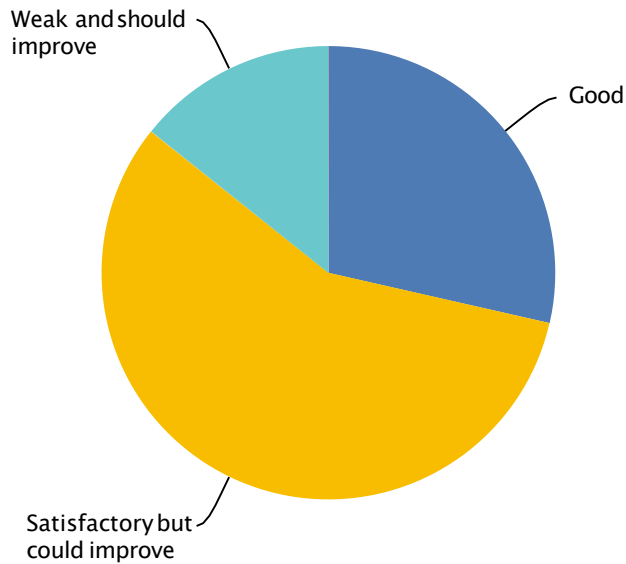
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ANSWER CHOICES	RESPONSES	
Excellent	14.29%	1
Good	85.71%	6
Satisfactory but could improve	0.00%	0
Weak and should improve	0.00%	0
Ineffective	0.00%	0
TOTAL		7

Q6 The Board: Strives to improve boardsmanship skills by keeping abreast of educational issues and attending education workshops and conferences.

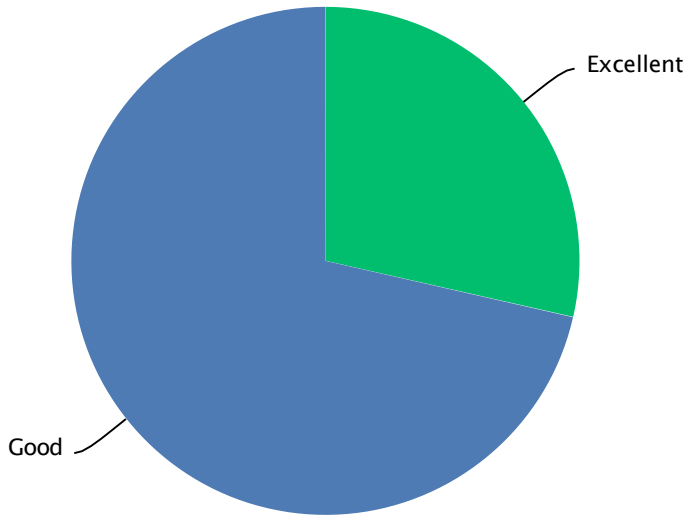
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ANSWER CHOICES	RESPONSES	
Excellent	0.00%	0
Good	28.57%	2
Satisfactory but could improve	57.14%	4
Weak and should improve	14.29%	1
Ineffective	0.00%	0
TOTAL		7

Q7 BOARD/SUPERINTENDENT RELATIONS: The Board: Recognizes the superintendent as its chief executive officer and seeks his or her recommendations on all pertinent matters.

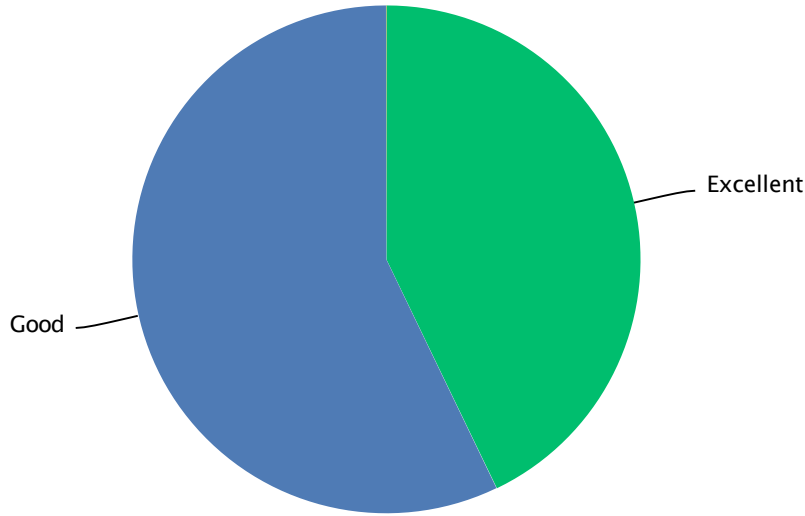
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ANSWER CHOICES	RESPONSES	
Excellent	28.57%	2
Good	71.43%	5
Satisfactory but could improve	0.00%	0
Weak and must improve	0.00%	0
Ineffective	0.00%	0
TOTAL		7

Q8 The Board: Works with superintendent in a spirit of mutual respect, trust and confidence. The board respects the daily executive responsibility of the superintendent and the superintendent respects the governance responsibility of the board.

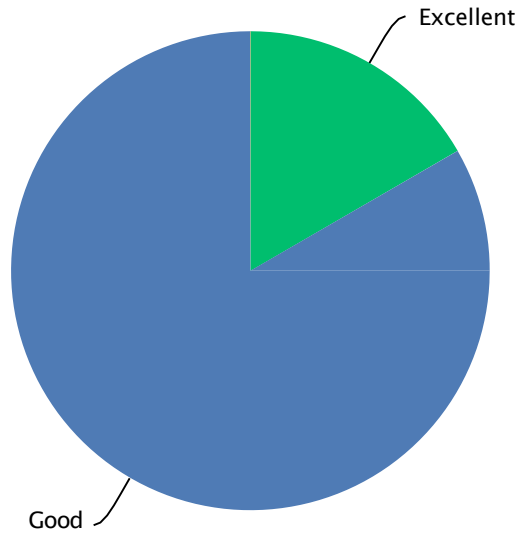
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ANSWER CHOICES	RESPONSES	
Excellent	42.86%	3
Good	57.14%	4
Satisfactory but could improve	0.00%	0
Weak and must improve	0.00%	0
Ineffective	0.00%	0
TOTAL		7

Q9 The Board: Delegates to the superintendent and staff the responsibility for administering board policy and implementing board decisions.

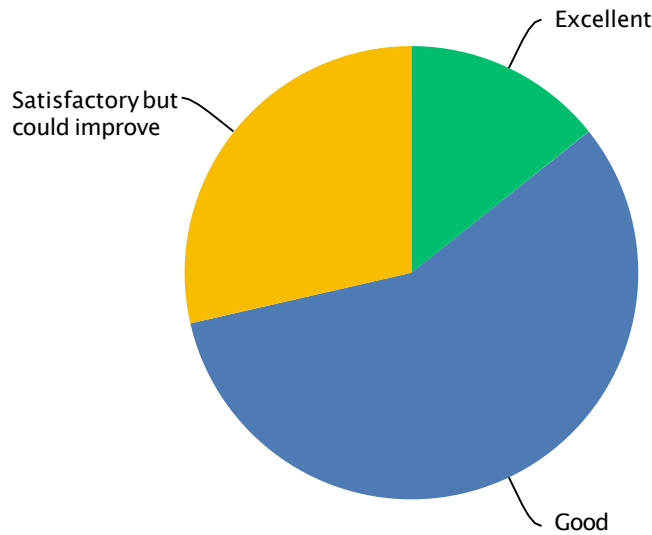
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ANSWER CHOICES	RESPONSES	
Excellent	16.67%	1
Good	83.33%	5
Satisfactory but could improve	0.00%	0
Weak and should improve	0.00%	0
Ineffective	0.00%	0
TOTAL		6

Q10 The Board: Doesn't infringe on the superintendent's area of administration and follows procedures as agreed upon by the board and superintendent in communicating with the staff.

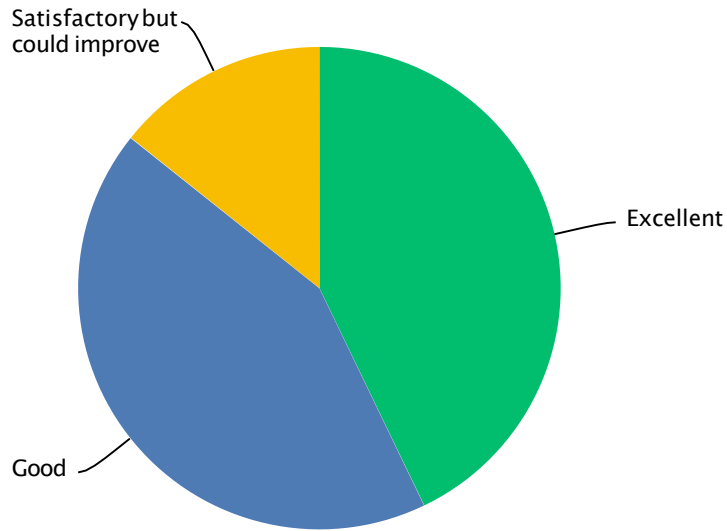
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ANSWER CHOICES	RESPONSES	
Excellent	14.29%	1
Good	57.14%	4
Satisfactory but could improve	28.57%	2
Weak and should improve	0.00%	0
Ineffective	0.00%	0
TOTAL		7

Q11 The Board: Refrains from public criticism of the superintendent/staff.

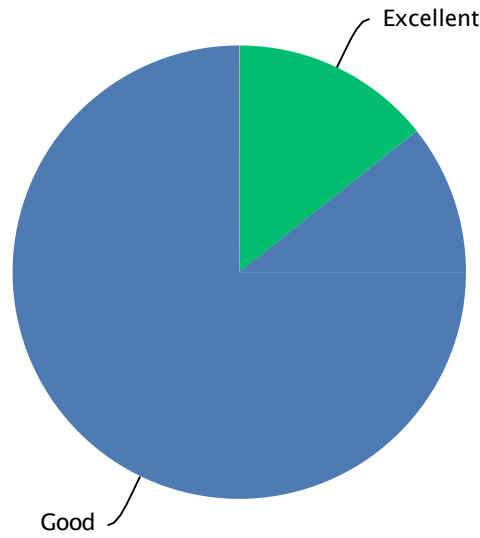
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ANSWER CHOICES	RESPONSES	
Excellent	42.86%	3
Good	42.86%	3
Satisfactory but could improve	14.29%	1
Weak and should improve	0.00%	0
Ineffective	0.00%	0
TOTAL		7

Q12 The Board: Encourages and supports the professional advancement of the superintendent.

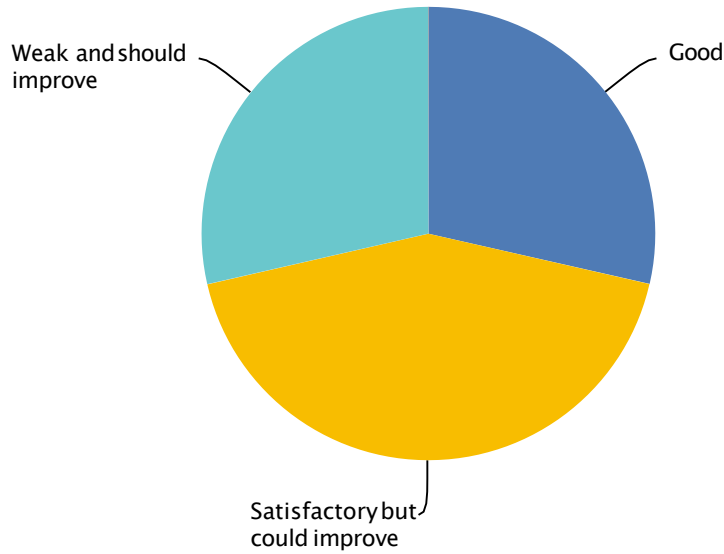
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ANSWER CHOICES	RESPONSES	
Excellent	14.29%	1
Good	85.71%	6
Satisfactory but could improve	0.00%	0
Weak and should improve	0.00%	0
Ineffective	0.00%	0
TOTAL		7

Q13 The Board: Provides, through policy, a clear set of expectations of performance and personal qualities against which the superintendent will be measured periodically.

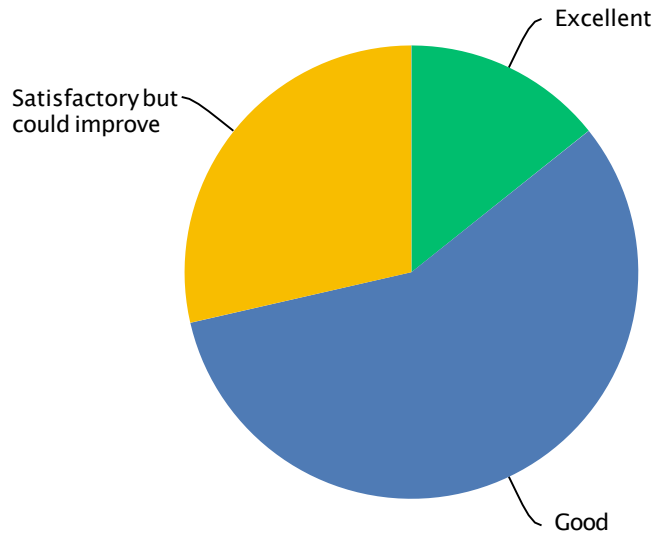
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ANSWER CHOICES	RESPONSES	
Excellent	0.00%	0
Good	28.57%	2
Satisfactory but could improve	42.86%	3
Weak and should improve	28.57%	2
Ineffective	0.00%	0
TOTAL		7

Q14 **POLICY DEVELOPMENT:** The Board: Understands its function and role as a policy-making body.

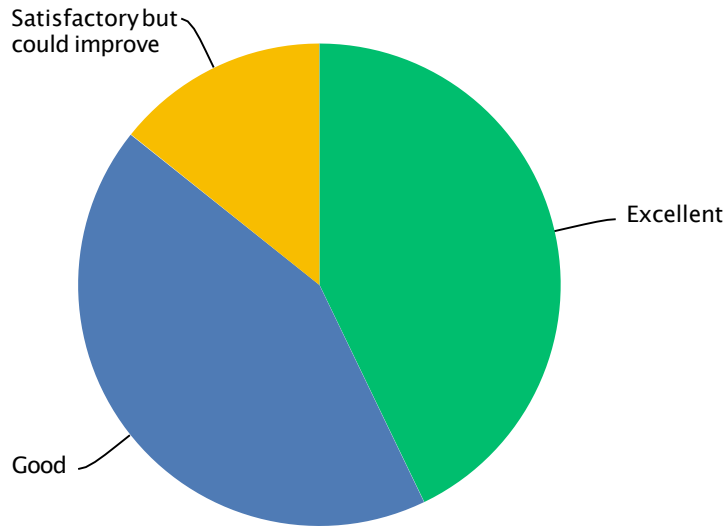
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ANSWER CHOICES	RESPONSES	
Excellent	14.29%	1
Good	57.14%	4
Satisfactory but could improve	28.57%	2
Weak and should improve	0.00%	0
Ineffective	0.00%	0
TOTAL		7

Q15 The Board: Demonstrates an understanding of the existing body of policy and refrains from making policy under pressure.

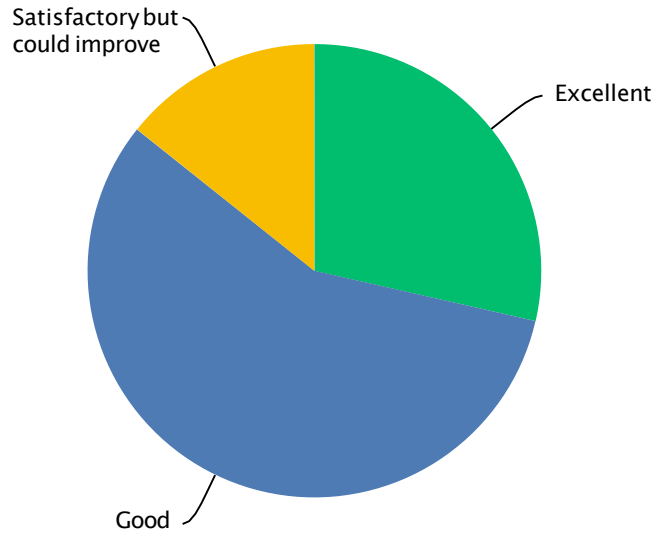
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ANSWER CHOICES	RESPONSES	
Excellent	42.86%	3
Good	42.86%	3
Satisfactory but could improve	14.29%	1
Weak and should improve	0.00%	0
Ineffective	0.00%	0
TOTAL		7

Q16 The Board: Develops sound written policies, and maintains an up-to-date organized policy manual, which provides ready access to each policy.

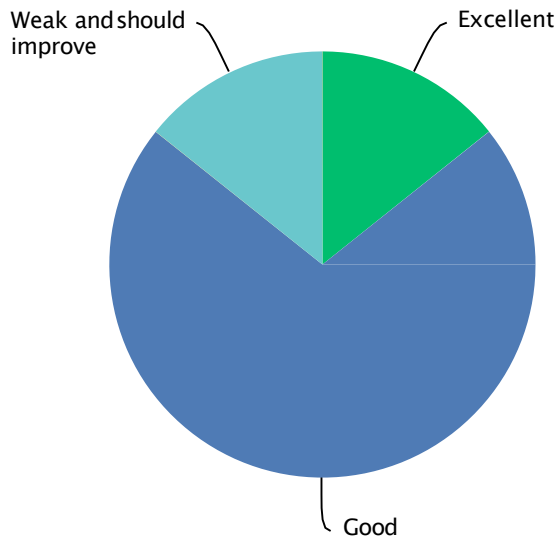
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ANSWER CHOICES	RESPONSES	
Excellent	28.57%	2
Good	57.14%	4
Satisfactory but could improve	14.29%	1
Weak and should improve	0.00%	0
Ineffective	0.00%	0
TOTAL		7

Q17 The Board: Cooperatively establishes policies with the administration for the operation of the schools.

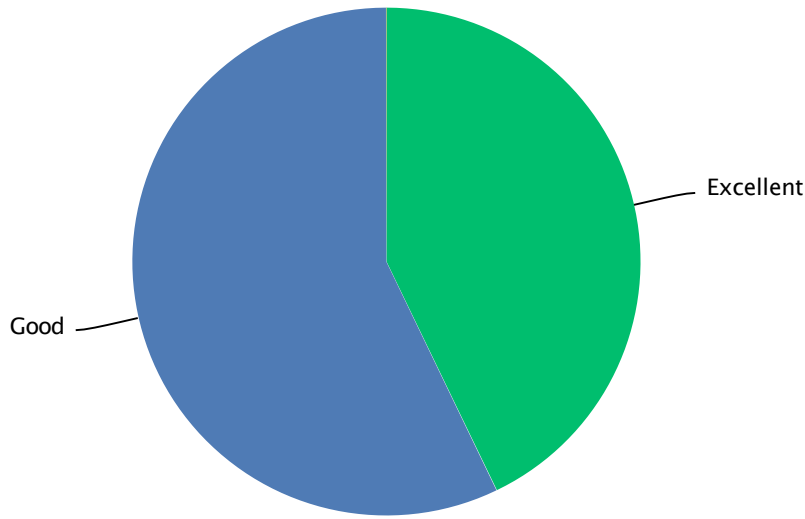
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ANSWER CHOICES	RESPONSES	
Excellent	14.29%	1
Good	71.43%	5
Satisfactory but could improve	0.00%	0
Weak and should improve	14.29%	1
Ineffective	0.00%	0
TOTAL		7

Q18 The Board: Provides for periodic policy review and revision.

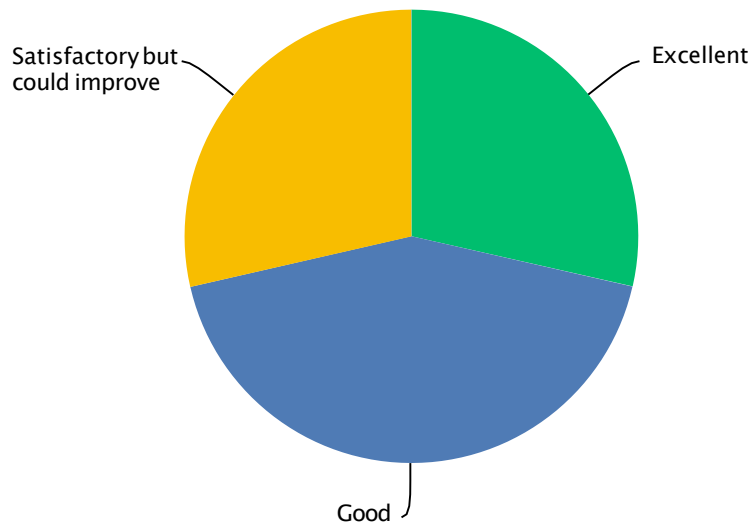
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ANSWER CHOICES	RESPONSES	
Excellent	42.86%	3
Good	57.14%	4
Satisfactory but could improve	0.00%	0
Weak and should improve	0.00%	0
Ineffective	0.00%	0
TOTAL		7

Q19 The Board: Adheres to policy when making decisions.

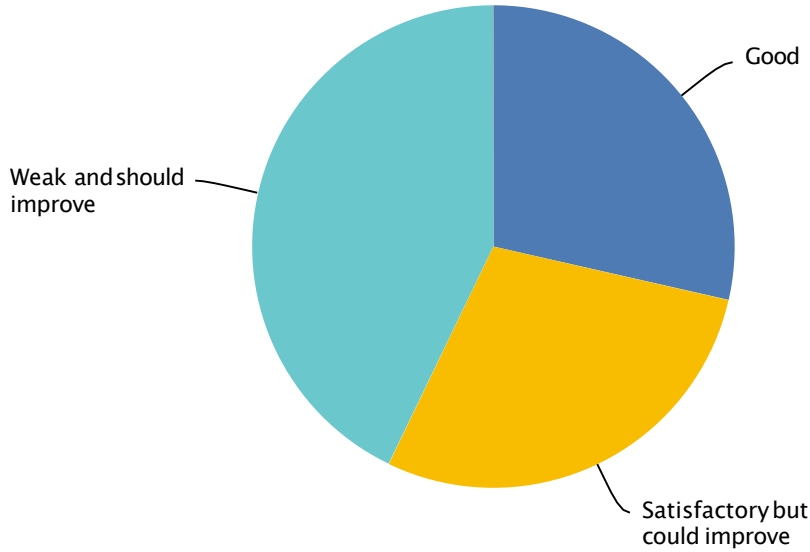
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ANSWER CHOICES	RESPONSES	
Excellent	28.57%	2
Good	42.86%	3
Satisfactory but could improve	28.57%	2
Weak and should improve	0.00%	0
Ineffective	0.00%	0
TOTAL		7

Q20 VISION and PLANNING: The Board: Keeps abreast of educational issues and adopts annual goals and priorities for district improvements.

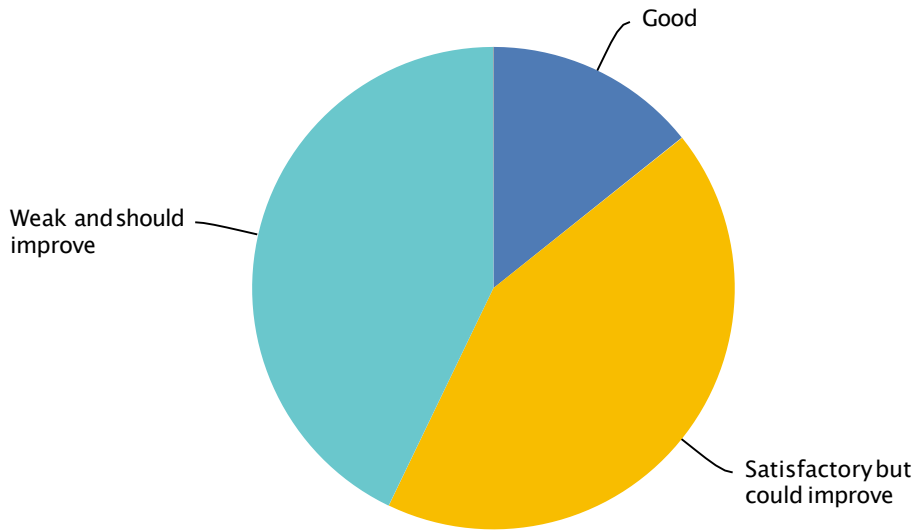
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ANSWER CHOICES	RESPONSES	
Excellent	0.00%	0
Good	28.57%	2
Satisfactory but could improve	28.57%	2
Weak and should improve	42.86%	3
Ineffective	0.00%	0
TOTAL		7

Q21 **The Board:** Has agreed upon a clear vision (direction) for the district.

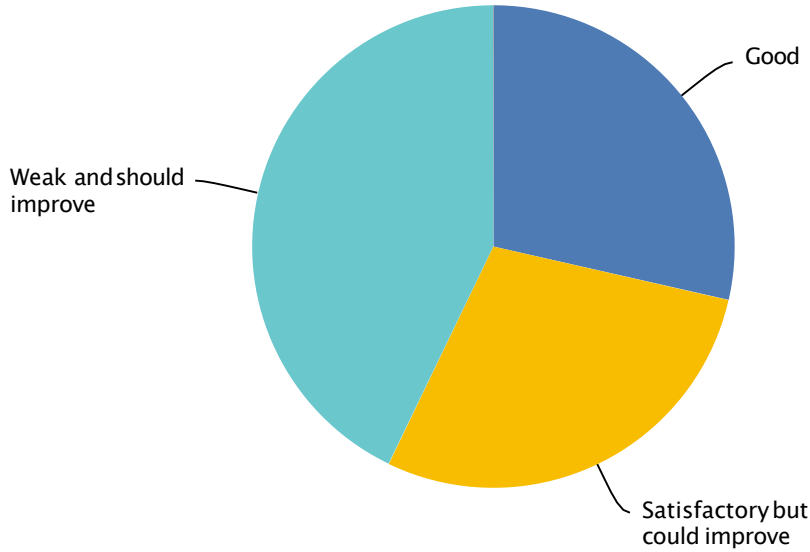
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ANSWER CHOICES	RESPONSES	
Excellent	0.00%	0
Good	14.29%	1
Satisfactory but could improve	42.86%	3
Weak and should improve	42.86%	3
Ineffective	0.00%	0
TOTAL		7

Q22 The district's programs, services and staff development are aligned with the board's vision, goals and priorities.

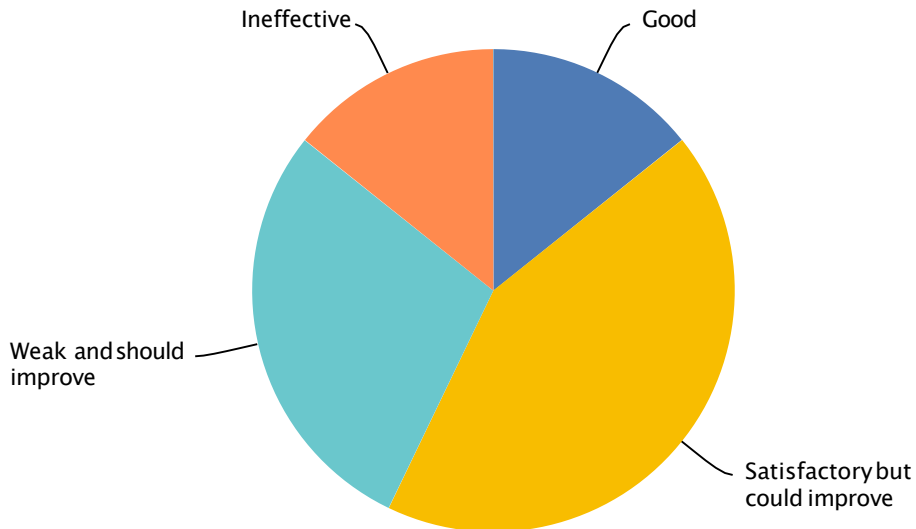
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ANSWER CHOICES	RESPONSES	
Excellent	0.00%	0
Good	28.57%	2
Satisfactory but could improve	28.57%	2
Weak and should improve	42.86%	3
Ineffective	0.00%	0
TOTAL		7

Q23 The Board: Engages the community in securing support for the vision and goals of the district as well as the resources necessary to achieve.

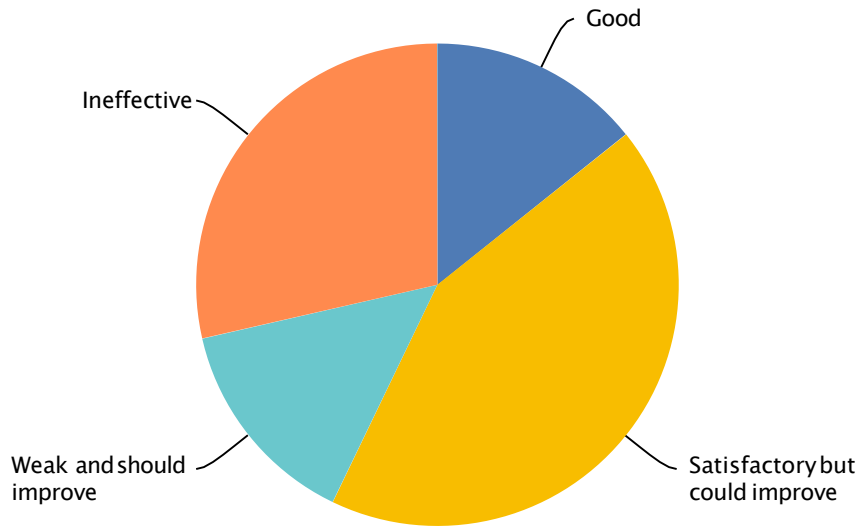
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ANSWER CHOICES	RESPONSES	
Excellent	0.00%	0
Good	14.29%	1
Satisfactory but could improve	42.86%	3
Weak and should improve	28.57%	2
Ineffective	14.29%	1
TOTAL		7

Q24 ****The Board:** Regularly reviews and evaluates the district's progress toward its goals.

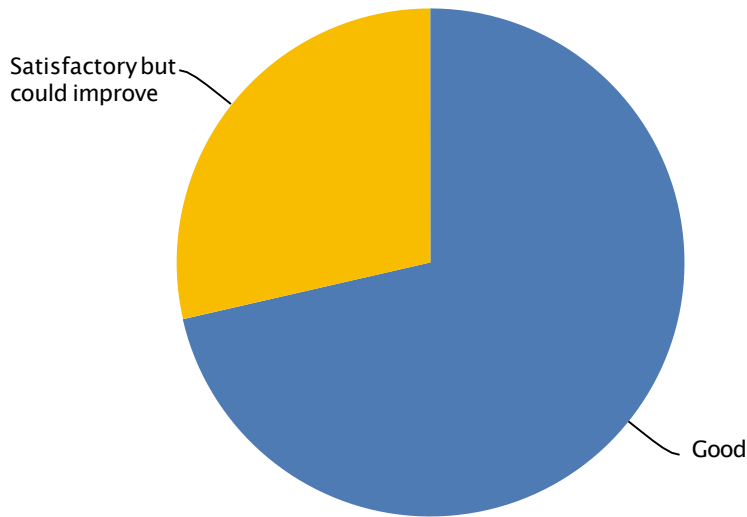
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ANSWER CHOICES	RESPONSES	
Excellent	0.00%	0
Good	14.29%	1
Satisfactory but could improve	42.86%	3
Weak and should improve	14.29%	1
Ineffective	28.57%	2
TOTAL		7

Q25 FINANCIAL MANAGEMENT: The Board: Equates the income and expenditures of the school system in terms of the quality of education that should be provided and the ability of the community to support such a program.

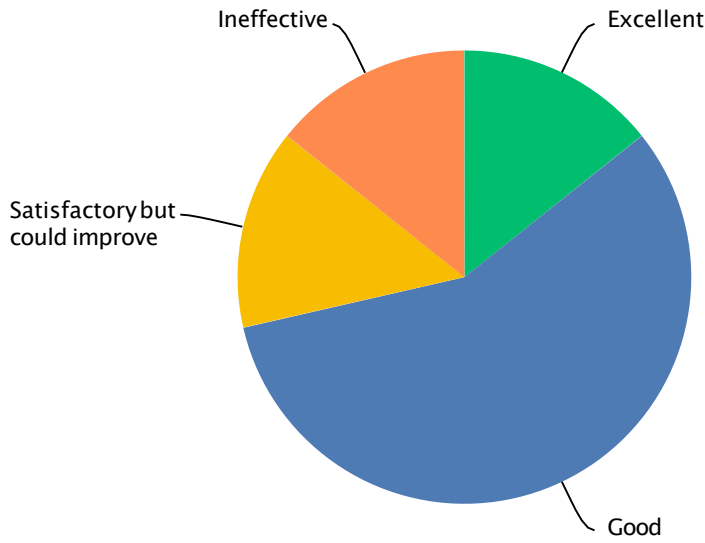
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ANSWER CHOICES	RESPONSES	
Excellent	0.00%	0
Good	71.43%	5
Satisfactory but could improve	28.57%	2
Weak and should improve	0.00%	0
Ineffective	0.00%	0
TOTAL		7

Q26 The Board: Keeps the community informed about the financial needs of the district.

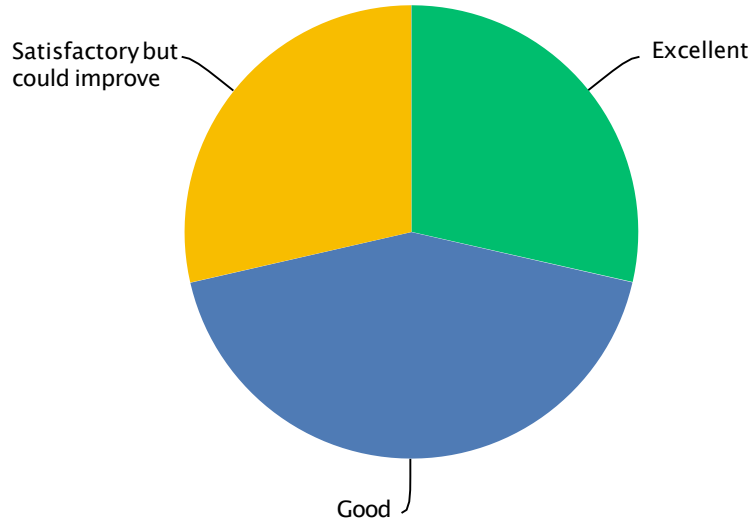
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ANSWER CHOICES	RESPONSES	
Excellent	14.29%	1
Good	57.14%	4
Satisfactory but could improve	14.29%	1
Weak and should improve	0.00%	0
Ineffective	14.29%	1
TOTAL		7

Q27 The Board: Requires proper accountability for the expenditure of school district funds.

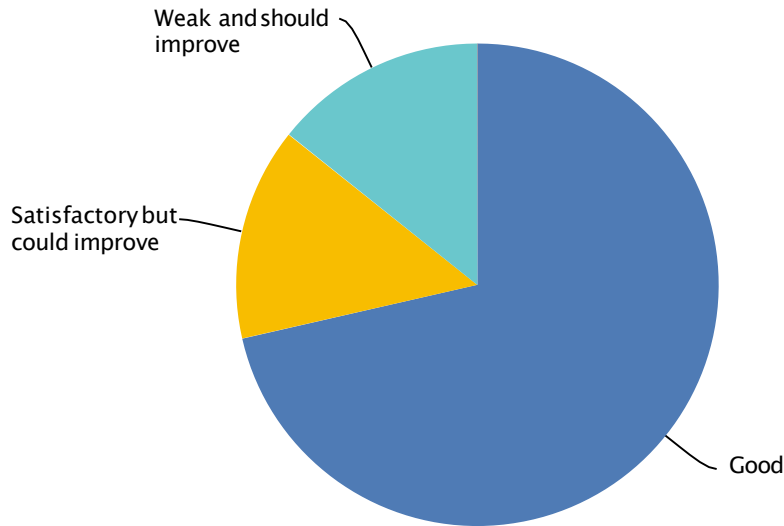
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ANSWER CHOICES	RESPONSES	
Excellent	28.57%	2
Good	42.86%	3
Satisfactory but could improve	28.57%	2
Weak and should improve	0.00%	0
Ineffective	0.00%	0
TOTAL		7

Q28 The Board: Takes the lead in suggesting and securing community support for additional financing when necessary.

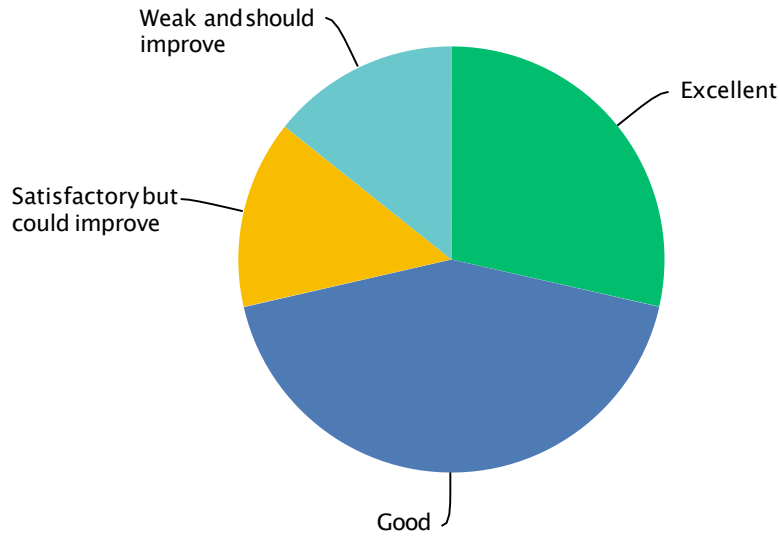
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ANSWER CHOICES	RESPONSES	
Excellent	0.00%	0
Good	71.43%	5
Satisfactory but could improve	14.29%	1
Weak and should improve	14.29%	1
Ineffective	0.00%	0
TOTAL		7

Q29 The Board: Understands the basic principles of school finance, including state, federal and local sources of revenue.

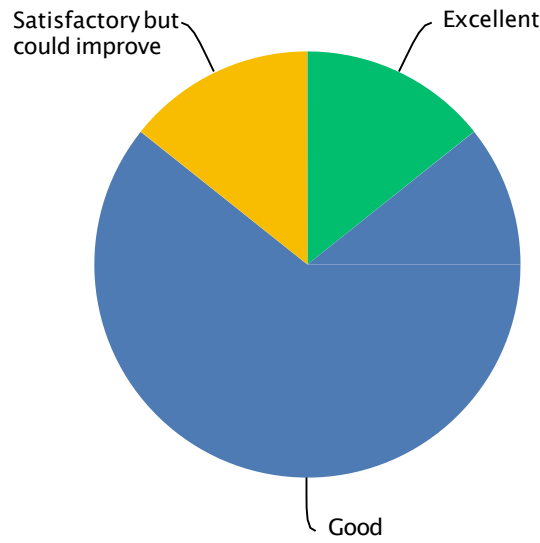
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ANSWER CHOICES	RESPONSES	
Excellent	28.57%	2
Good	42.86%	3
Satisfactory but could improve	14.29%	1
Weak and should improve	14.29%	1
Ineffective	0.00%	0
TOTAL		7

Q30 The Board: Adopts a process and timeline for the preparation of the budget.

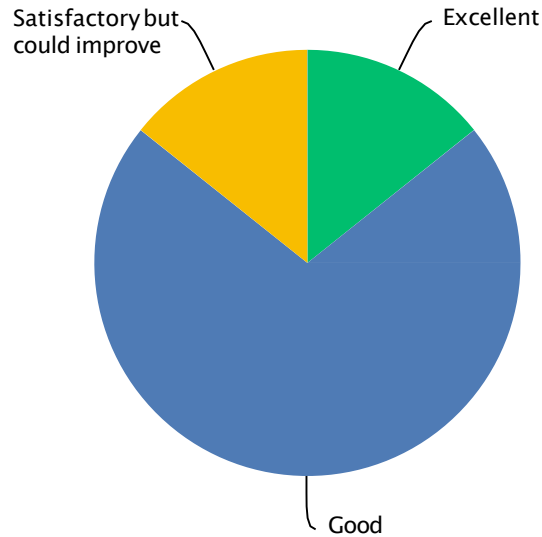
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ANSWER CHOICES	RESPONSES	
Excellent	14.29%	1
Good	71.43%	5
Satisfactory but could improve	14.29%	1
Weak and should improve	0.00%	0
Ineffective	0.00%	0
TOTAL		7

Q31 The Board: Provides for public input during the budgetary process.

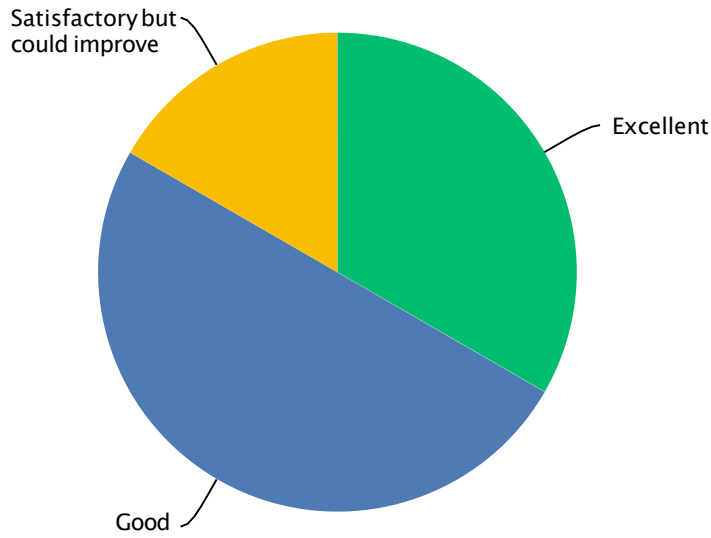
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ANSWER CHOICES	RESPONSES	
Excellent	14.29%	1
Good	71.43%	5
Satisfactory but could improve	14.29%	1
Weak and should improve	0.00%	0
Ineffective	0.00%	0
TOTAL		7

Q32 The Board: Monitors the financial status of the school system monthly.

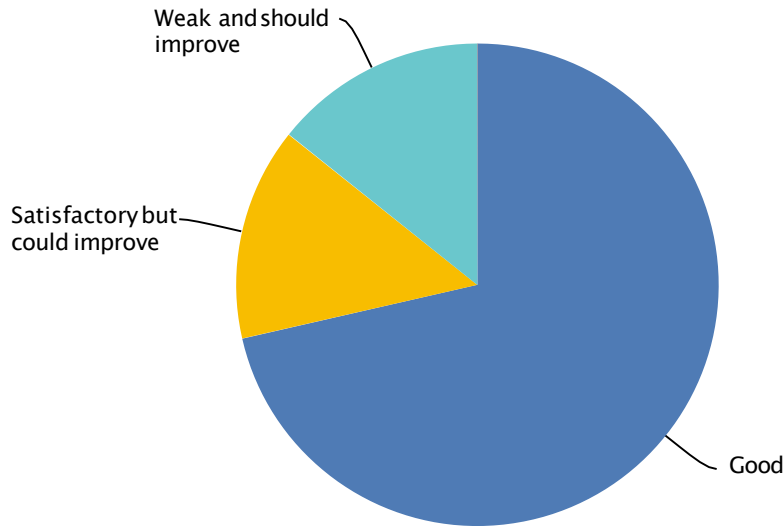
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ANSWER CHOICES	RESPONSES	
Excellent	33.33%	2
Good	50.00%	3
Satisfactory but could improve	16.67%	1
Weak and should improve	0.00%	0
Ineffective	0.00%	0
TOTAL		6

Q33 PERSONNEL RELATIONS: The Board: Has sound personnel policies, including job descriptions.

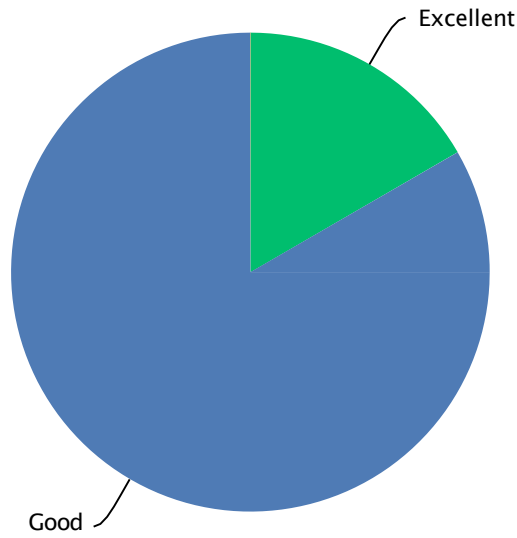
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ANSWER CHOICES	RESPONSES	
Excellent	0.00%	0
Good	71.43%	5
Satisfactory but could improve	14.29%	1
Weak and should improve	14.29%	1
Ineffective	0.00%	0
TOTAL		7

Q34 The Board: Approves the employment and assignment of staff members only upon the recommendation of the superintendent.

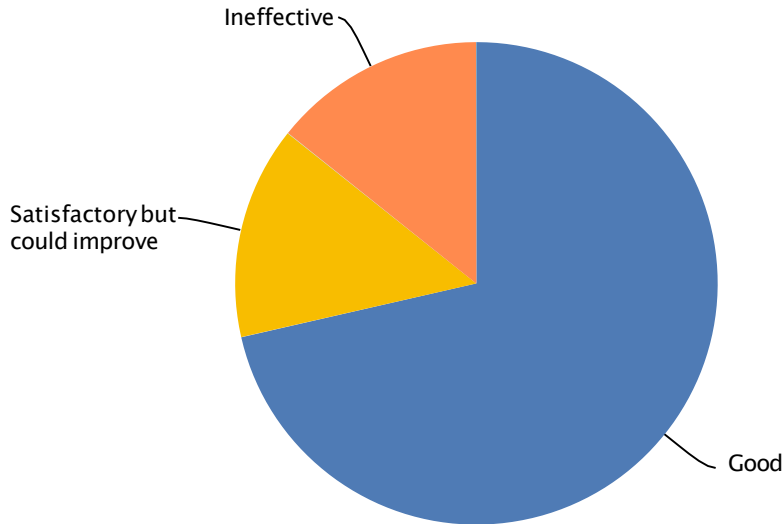
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ANSWER CHOICES	RESPONSES	
Excellent	16.67%	1
Good	83.33%	5
Satisfactory but could improve	0.00%	0
Weak and should improve	0.00%	0
Ineffective	0.00%	0
TOTAL		6

Q35 The Board: Encourages professional growth and increased competency of the staff through attendance at educational meetings and staff development activities.

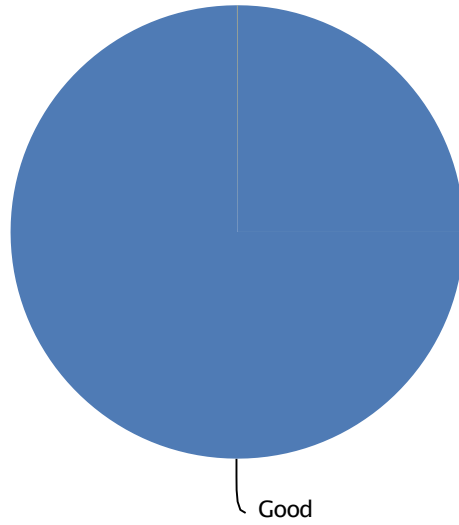
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ANSWER CHOICES	RESPONSES	
Excellent	0.00%	0
Good	71.43%	5
Satisfactory but could improve	14.29%	1
Weak and should improve	0.00%	0
Ineffective	14.29%	1
TOTAL		7

Q36 The Board: Ensures that personnel policies provide clear guidelines for employment and for employee grievances and benefits.

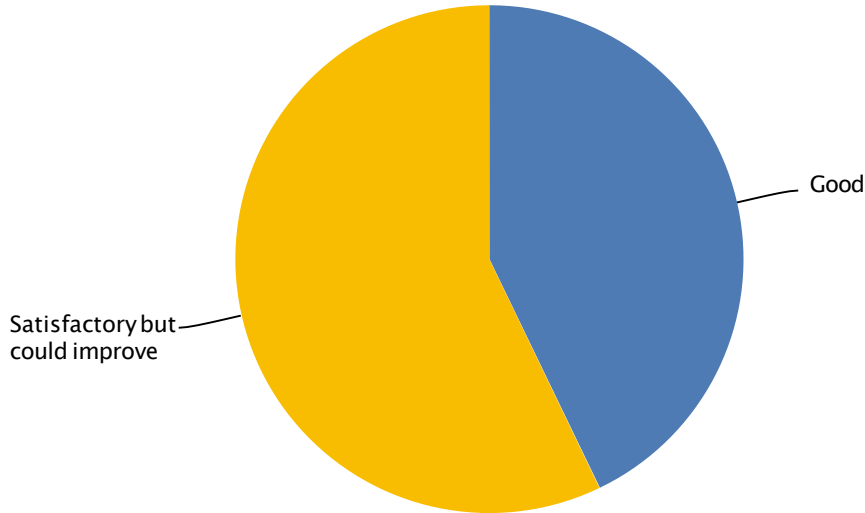
Answered: 7 Skipped: 0



ANSWER CHOICES	RESPONSES	
Excellent	0.00%	0
Good	100.00%	7
Satisfactory but could improve	0.00%	0
Weak and should improve	0.00%	0
Ineffective	0.00%	0
TOTAL		7

Q37 The Board: Ensures that an effective evaluation system is in use for all employees, including the superintendent of schools.

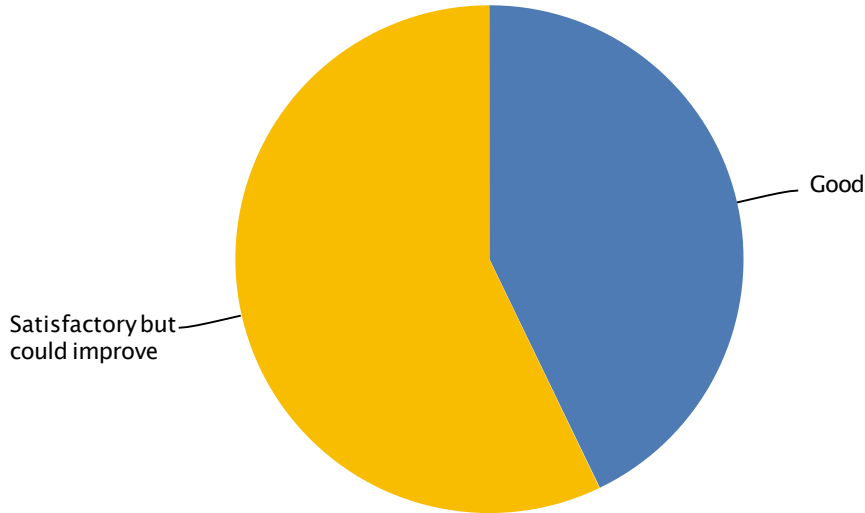
Answered: 7 Skipped: 0



ANSWER CHOICES	RESPONSES	
Excellent	0.00%	0
Good	42.86%	3
Satisfactory but could improve	57.14%	4
Weak and should improve	0.00%	0
Ineffective	0.00%	0
TOTAL		7

Q38 The Board: Provides for input from school system personnel when relevant.

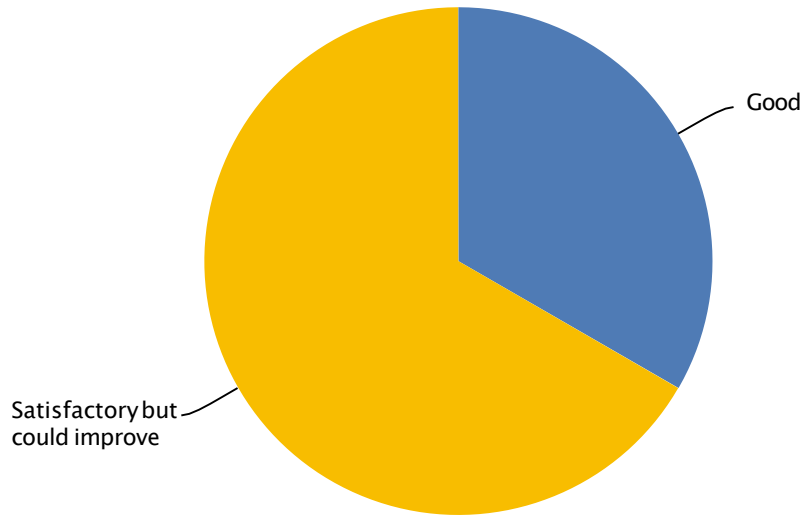
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ANSWER CHOICES	RESPONSES	
Excellent	0.00%	0
Good	42.86%	3
Satisfactory but could improve	57.14%	4
Weak and should improve	0.00%	0
Ineffective	0.00%	0
TOTAL		7

Q39 The Board: Adopts a compensation plan which draws and/or retains a highly qualified staff.

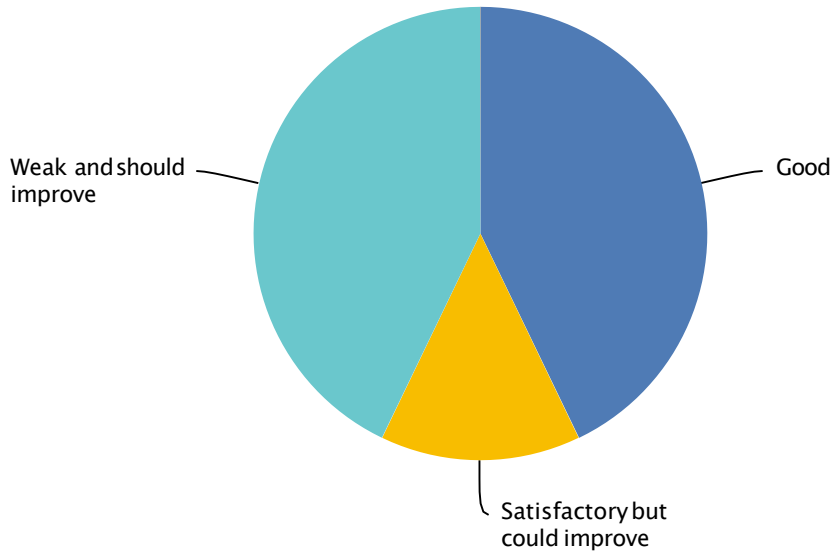
Answered: 6 Skipped: 1



ANSWER CHOICES	RESPONSES	
Excellent	0.00%	0
Good	33.33%	2
Satisfactory but could improve	66.67%	4
Weak and should improve	0.00%	0
Ineffective	0.00%	0
TOTAL		6

Q40 BOARD/INSTRUCTIONAL PROGRAMS: The Board: Ensures that district educational goals are established and communicated to all concerned.

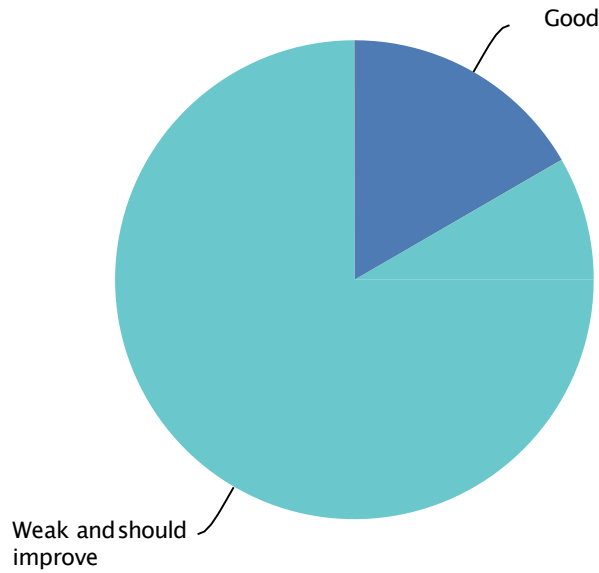
Answered: 7 Skipped: 0



ANSWER CHOICES	RESPONSES	
Excellent	0.00%	0
Good	42.86%	3
Satisfactory but could improve	14.29%	1
Weak and should improve	42.86%	3
Ineffective	0.00%	0
TOTAL		7

Q41 ****The Board:** Ensures that recommendations to modify the instructional program include a statement of desired program outcomes and a plan for evaluating the academic and fiscal impact of the program.

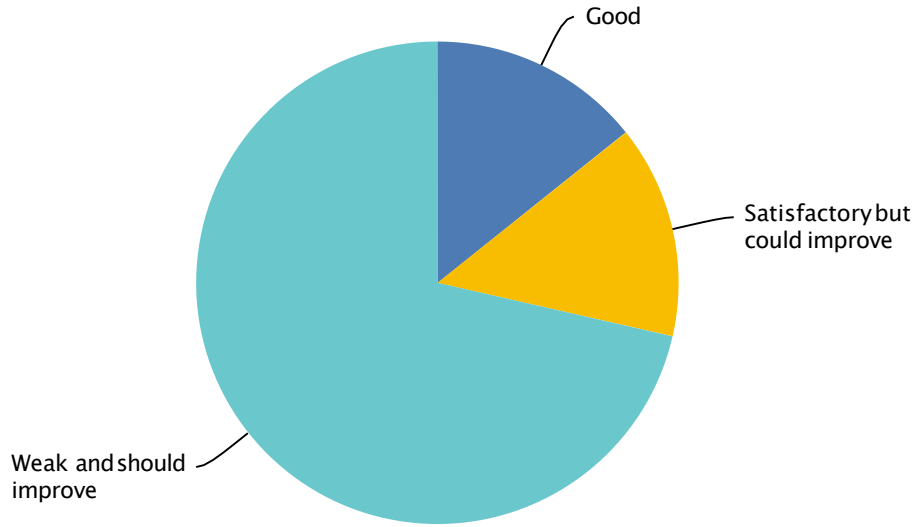
Answered: 6 Skipped: 1



ANSWER CHOICES	RESPONSES	
Excellent	0.00%	0
Good	16.67%	1
Satisfactory but could improve	0.00%	0
Weak and should improve	83.33%	5
Ineffective	0.00%	0
TOTAL		6

Q42 ****The Board:** Provides a mechanism to continually revise/update the instructional program.

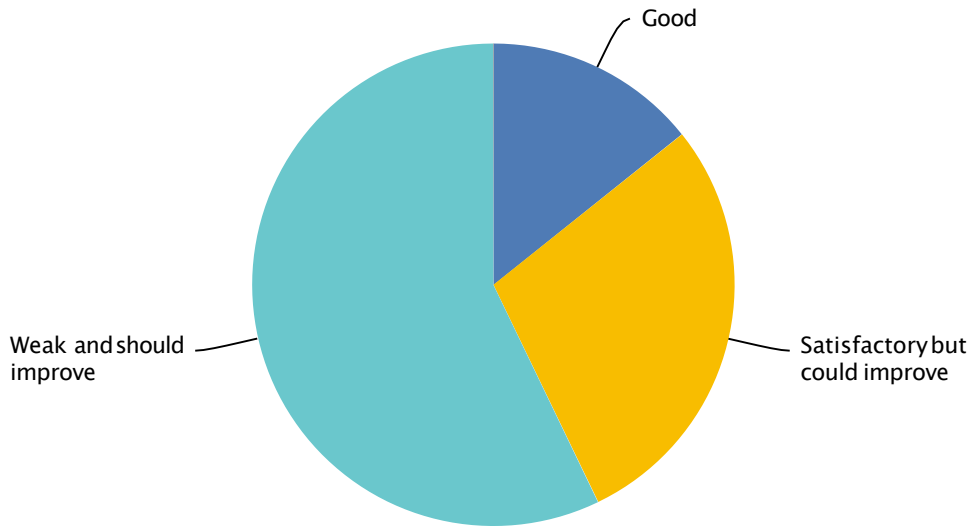
Answered: 7 Skipped: 0



ANSWER CHOICES	RESPONSES	
Excellent	0.00%	0
Good	14.29%	1
Satisfactory but could improve	14.29%	1
Weak and should improve	71.43%	5
Ineffective	0.00%	0
TOTAL		7

Q43 **The Board**: Understands the local instructional programs and the basic curriculum goals of the school district.

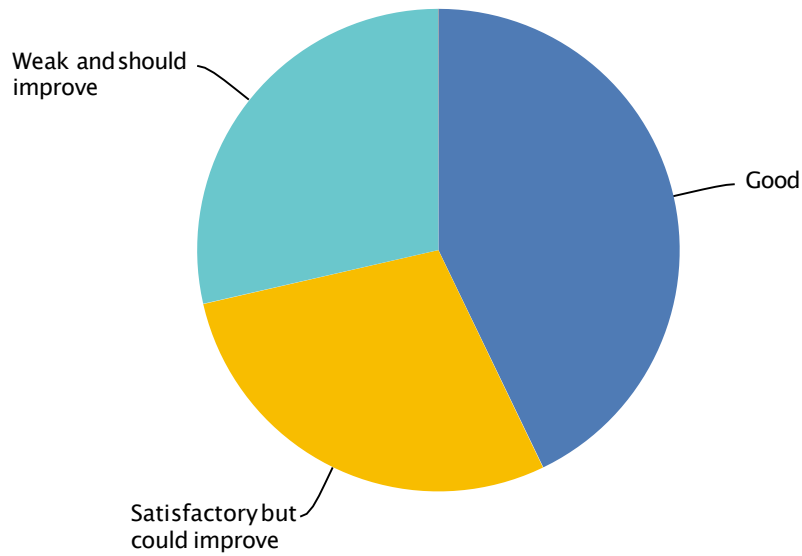
Answered: 7 Skipped: 0



ANSWER CHOICES	RESPONSES	
Excellent	0.00%	0
Good	14.29%	1
Satisfactory but could improve	28.57%	2
Weak and should improve	57.14%	4
Ineffective	0.00%	0
TOTAL		7

Q44 The Board: Encourages the participation of the professional staff, the public, and students in the development of the curricula where appropriate.

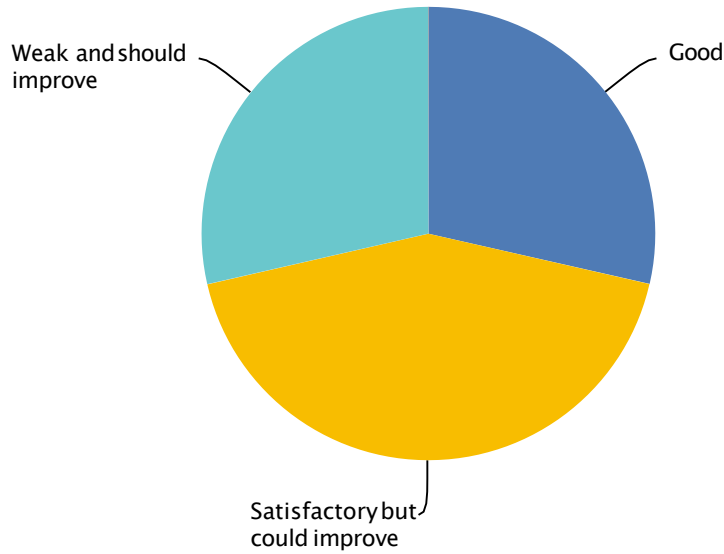
Answered: 7 Skipped: 0



ANSWER CHOICES	RESPONSES	
Excellent	0.00%	0
Good	42.86%	3
Satisfactory but could improve	28.57%	2
Weak and should improve	28.57%	2
Ineffective	0.00%	0
TOTAL		7

Q45 The Board: Keeps abreast of new developments in curricula content and teaching strategies through participation in conferences and meetings.

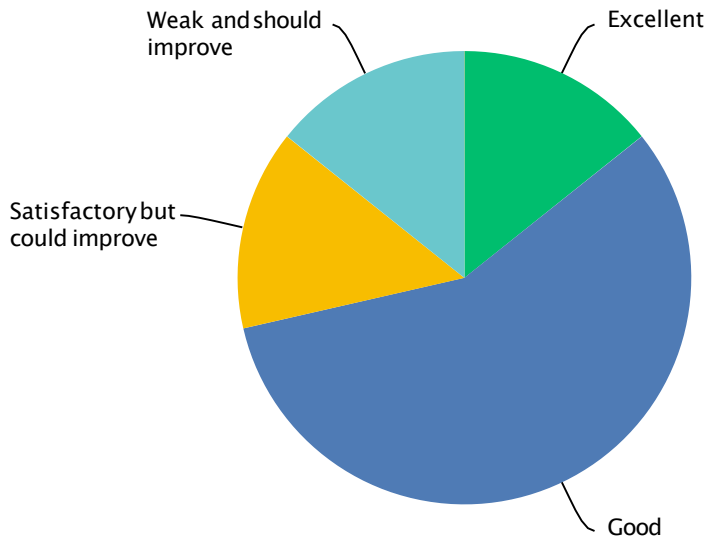
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ANSWER CHOICES	RESPONSES	
Excellent	0.00%	0
Good	28.57%	2
Satisfactory but could improve	42.86%	3
Weak and should improve	28.57%	2
Ineffective	0.00%	0
TOTAL		7

Q46 **BOARD/COMMUNITY RELATIONS:** The Board: Refrains from committing to a position on an issue before all relevant facts are presented.

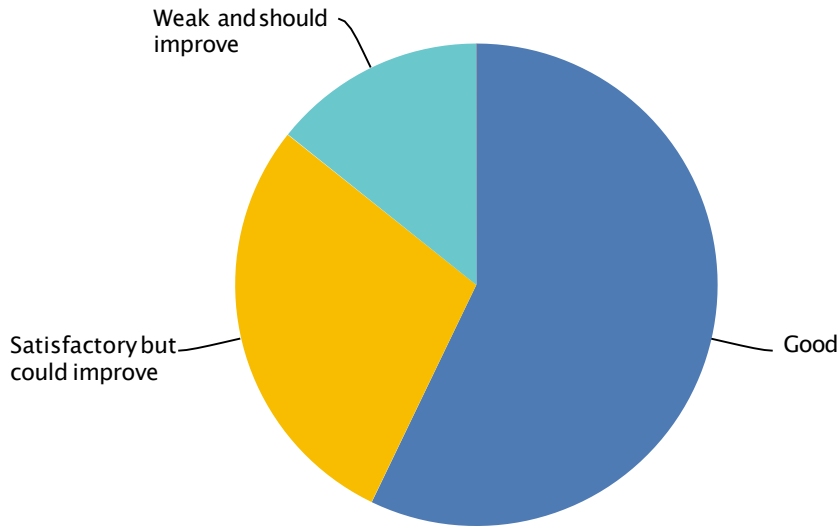
Answered: 7 Skipped: 0



ANSWER CHOICES	RESPONSES	
Excellent	14.29%	1
Good	57.14%	4
Satisfactory but could improve	14.29%	1
Weak and should improve	14.29%	1
Ineffective	0.00%	0
TOTAL		7

Q47 The Board: Refrains from speaking for the board on issues on which the board has no official position.

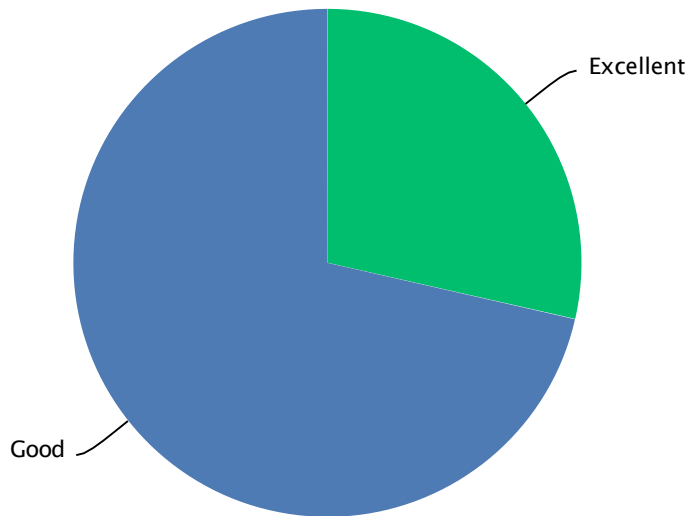
Answered: 7 Skipped: 0



ANSWER CHOICES	RESPONSES	
Excellent	0.00%	0
Good	57.14%	4
Satisfactory but could improve	28.57%	2
Weak and should improve	14.29%	1
Ineffective	0.00%	0
TOTAL		7

Q48 The Board: Has an established procedure whereby members of the public may speak regarding items on (or not on) the agenda at board meetings.

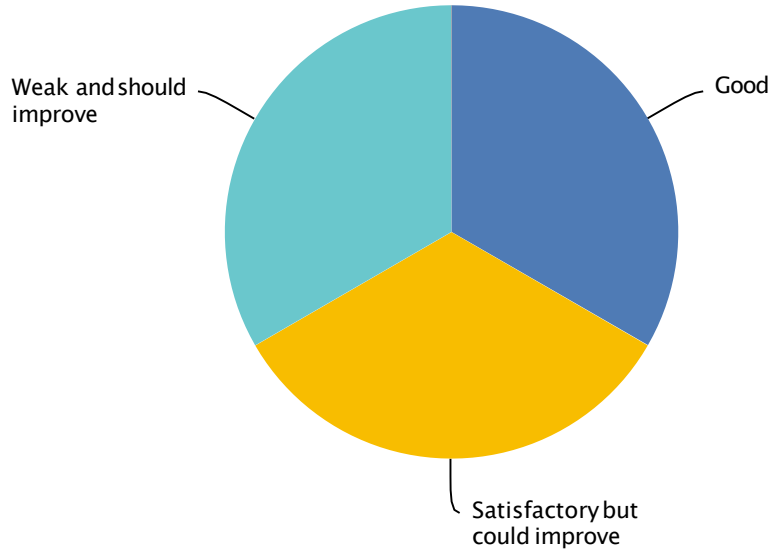
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ANSWER CHOICES	RESPONSES	
Excellent	28.57%	2
Good	71.43%	5
Satisfactory but could improve	0.00%	0
Weak and should improve	0.00%	0
Ineffective	0.00%	0
TOTAL		7

Q49 The Board: Has an ongoing, planned program of public information about education in the school district.

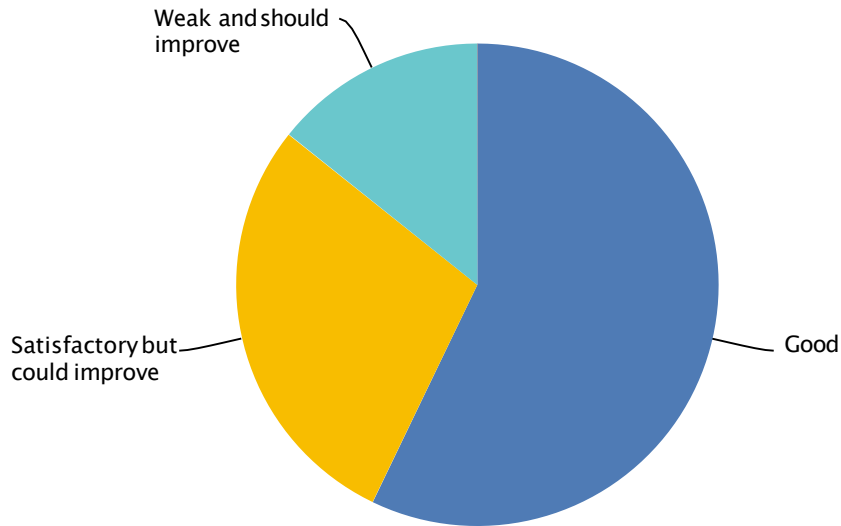
Answered: 6 Skipped: 1



ANSWER CHOICES	RESPONSES	
Excellent	0.00%	0
Good	33.33%	2
Satisfactory but could improve	33.33%	2
Weak and should improve	33.33%	2
Ineffective	0.00%	0
TOTAL		6

Q50 The Board: Has an established procedure for disseminating information on crisis situations and controversial issues.

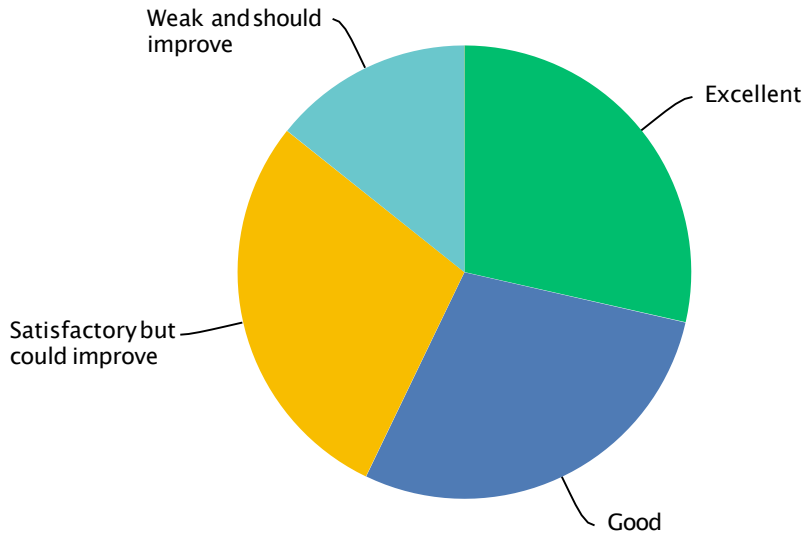
Answered: 7 Skipped: 0



ANSWER CHOICES	RESPONSES	
Excellent	0.00%	0
Good	57.14%	4
Satisfactory but could improve	28.57%	2
Weak and should improve	14.29%	1
Ineffective	0.00%	0
TOTAL		7

Q51 The Board: Provides, through policy, a procedure by which the board deals with complaints from the public.

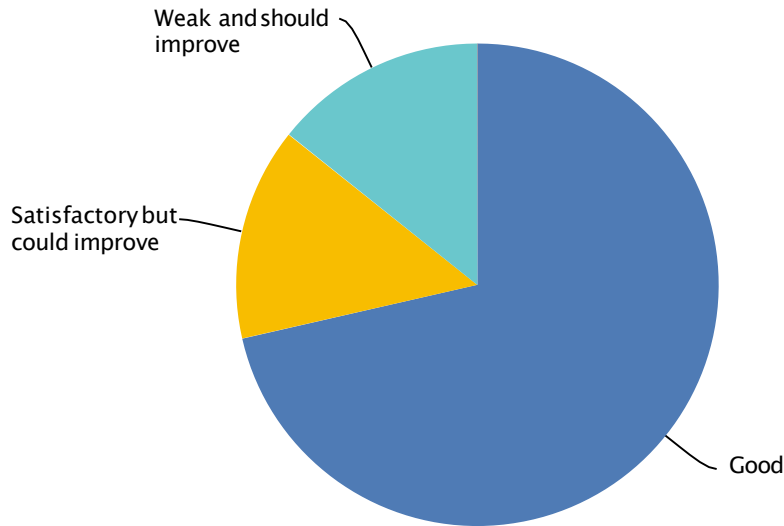
Answered: 7 Skipped: 0



ANSWER CHOICES	RESPONSES	
Excellent	28.57%	2
Good	28.57%	2
Satisfactory but could improve	28.57%	2
Weak and should improve	14.29%	1
Ineffective	0.00%	0
TOTAL		7

Q52 The Board: Strives to maintain an open dialogue with its local and state governmental leaders.

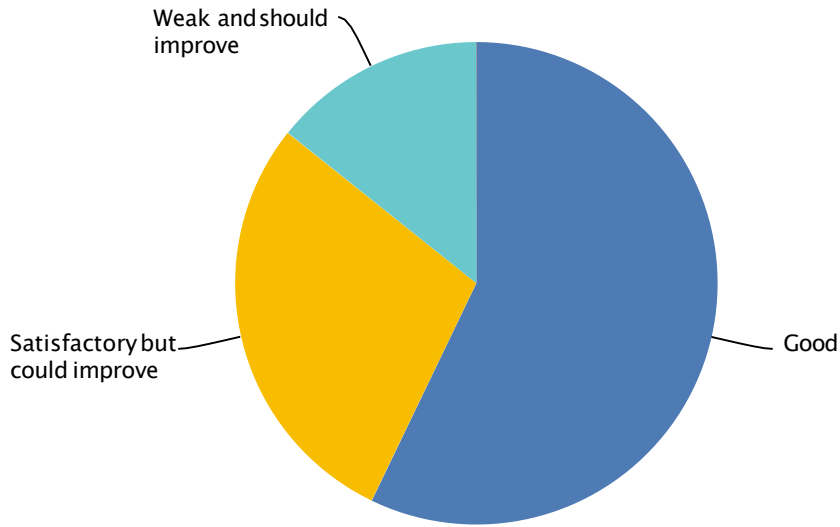
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ANSWER CHOICES	RESPONSES	
Excellent	0.00%	0
Good	71.43%	5
Satisfactory but could improve	14.29%	1
Weak and should improve	14.29%	1
Ineffective	0.00%	0
TOTAL		7

Q53 TEAM BUILDING/BOARDSMANSHIP: The Board: Provides a sincere welcome, thorough orientation and ongoing assistance to new board members in order to make them contributing and knowledgeable team members as soon as possible.

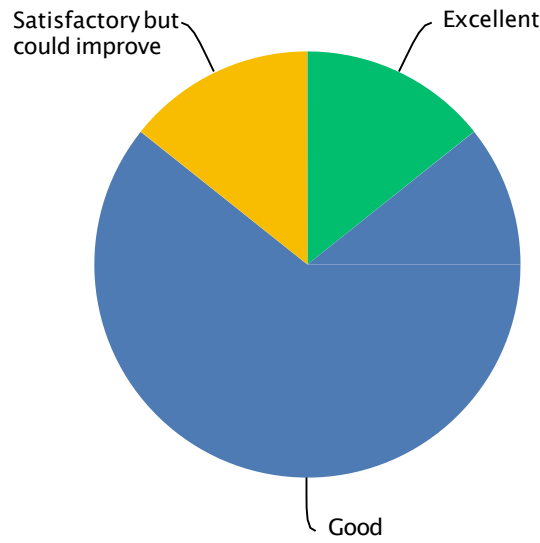
Answered: 7 Skipped: 0



ANSWER CHOICES	RESPONSES	
Excellent	0.00%	0
Good	57.14%	4
Satisfactory but could improve	28.57%	2
Weak and should improve	14.29%	1
Ineffective	0.00%	0
TOTAL		7

Q54 The Board: Provides a friendly atmosphere in which there is adequate opportunity for all board members to share their ideas.

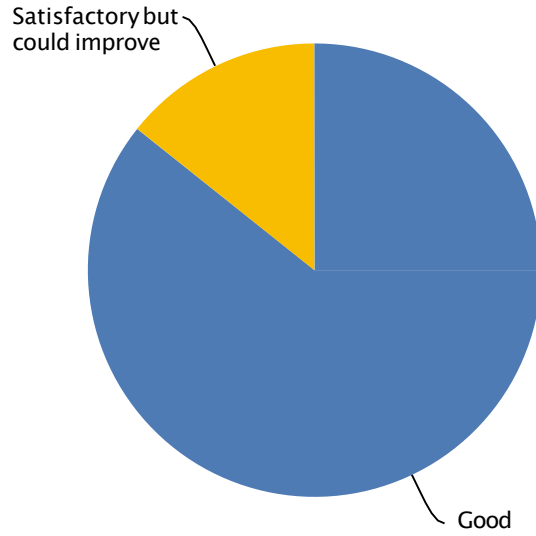
Answered: 7 Skipped: 0



ANSWER CHOICES	RESPONSES	
Excellent	14.29%	1
Good	71.43%	5
Satisfactory but could improve	14.29%	1
Weak and should improve	0.00%	0
Ineffective	0.00%	0
TOTAL		7

Q55 The Board: Respects the rights of individuals to disagree and handles disagreements without damaging relationships.

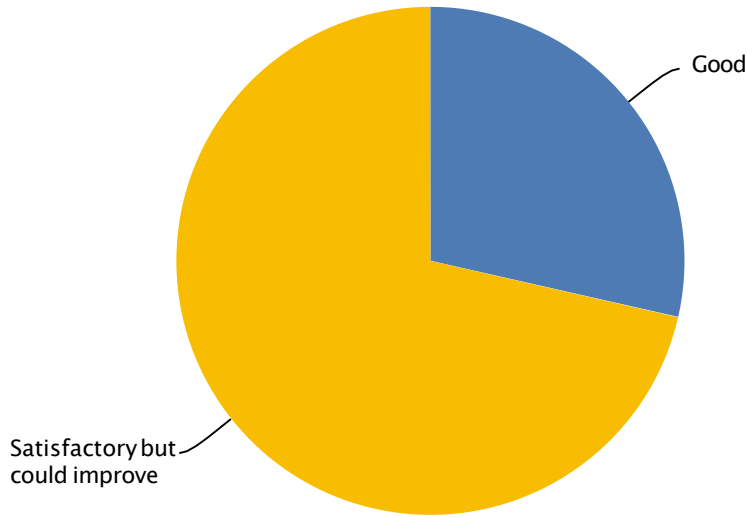
Answered: 7 Skipped: 0



ANSWER CHOICES	RESPONSES	
Excellent	0.00%	0
Good	85.71%	6
Satisfactory but could improve	14.29%	1
Weak and should improve	0.00%	0
Ineffective	0.00%	0
TOTAL		7

Q56 The Board: Fosters teamwork among board members by using their differing opinions as a starting point toward developing new solutions and consensus.

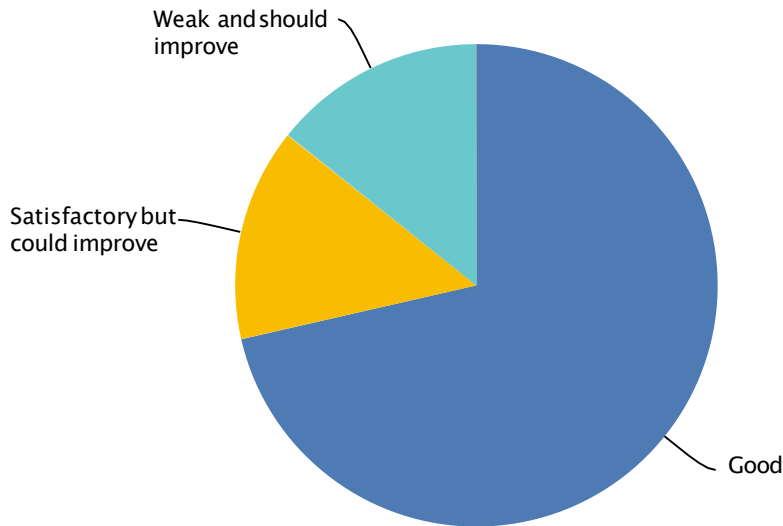
Answered: 7 Skipped: 0



ANSWER CHOICES	RESPONSES	
Excellent	0.00%	0
Good	28.57%	2
Satisfactory but could improve	71.43%	5
Weak and should improve	0.00%	0
Ineffective	0.00%	0
TOTAL		7

Q57 The Board: Shares ideas with the chair/president and superintendent before introducing complex or potentially controversial subjects at board meetings.

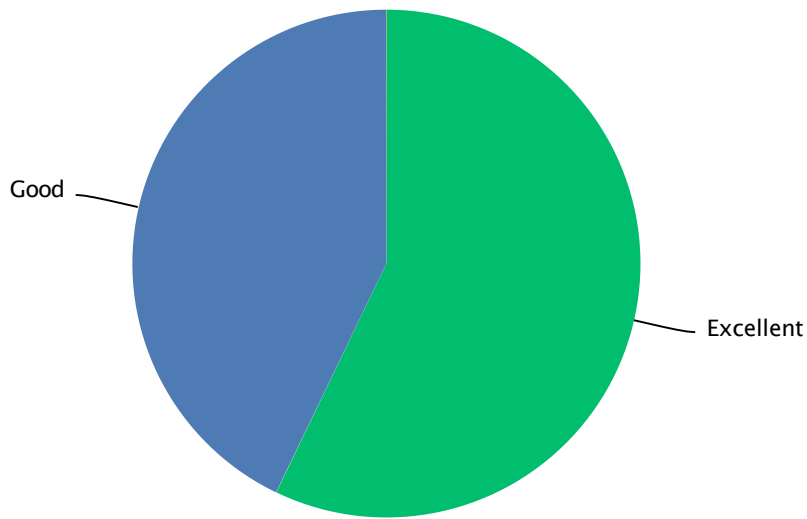
Answered: 7 Skipped: 0



ANSWER CHOICES	RESPONSES	
Excellent	0.00%	0
Good	71.43%	5
Satisfactory but could improve	14.29%	1
Weak and should improve	14.29%	1
Ineffective	0.00%	0
TOTAL		7

Q58 The Board: Holds executive session discussion in confidence.

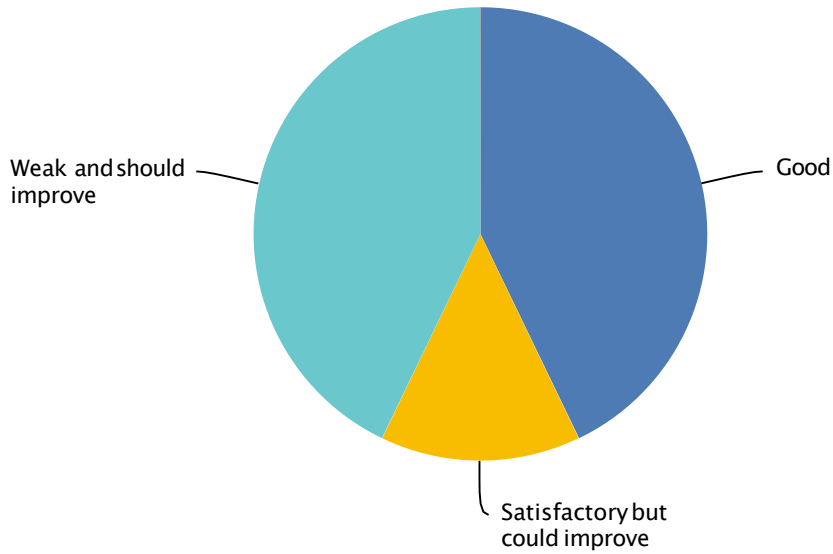
Answered: 7 Skipped: 0



ANSWER CHOICES	RESPONSES	
Excellent	57.14%	4
Good	42.86%	3
Satisfactory but could improve	0.00%	0
Weak and should improve	0.00%	0
Ineffective	0.00%	0
TOTAL		7

Q59 **The Board:** Reviews annually its role as a board and evaluates its performance.

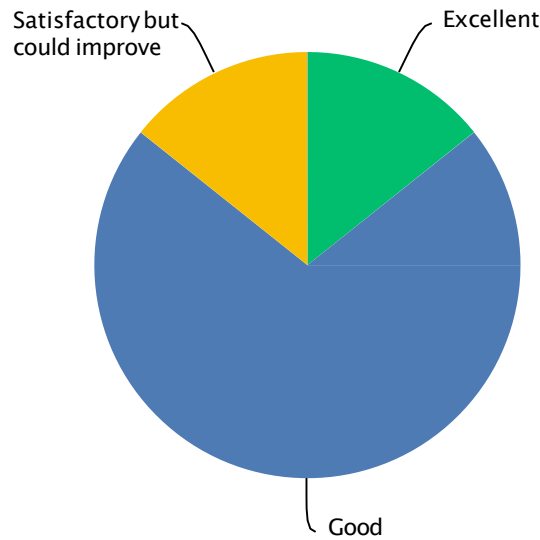
Answered: 7 Skipped: 0



ANSWER CHOICES	RESPONSES	
Excellent	0.00%	0
Good	42.86%	3
Satisfactory but could improve	14.29%	1
Weak and should improve	42.86%	3
Ineffective	0.00%	0
TOTAL		7

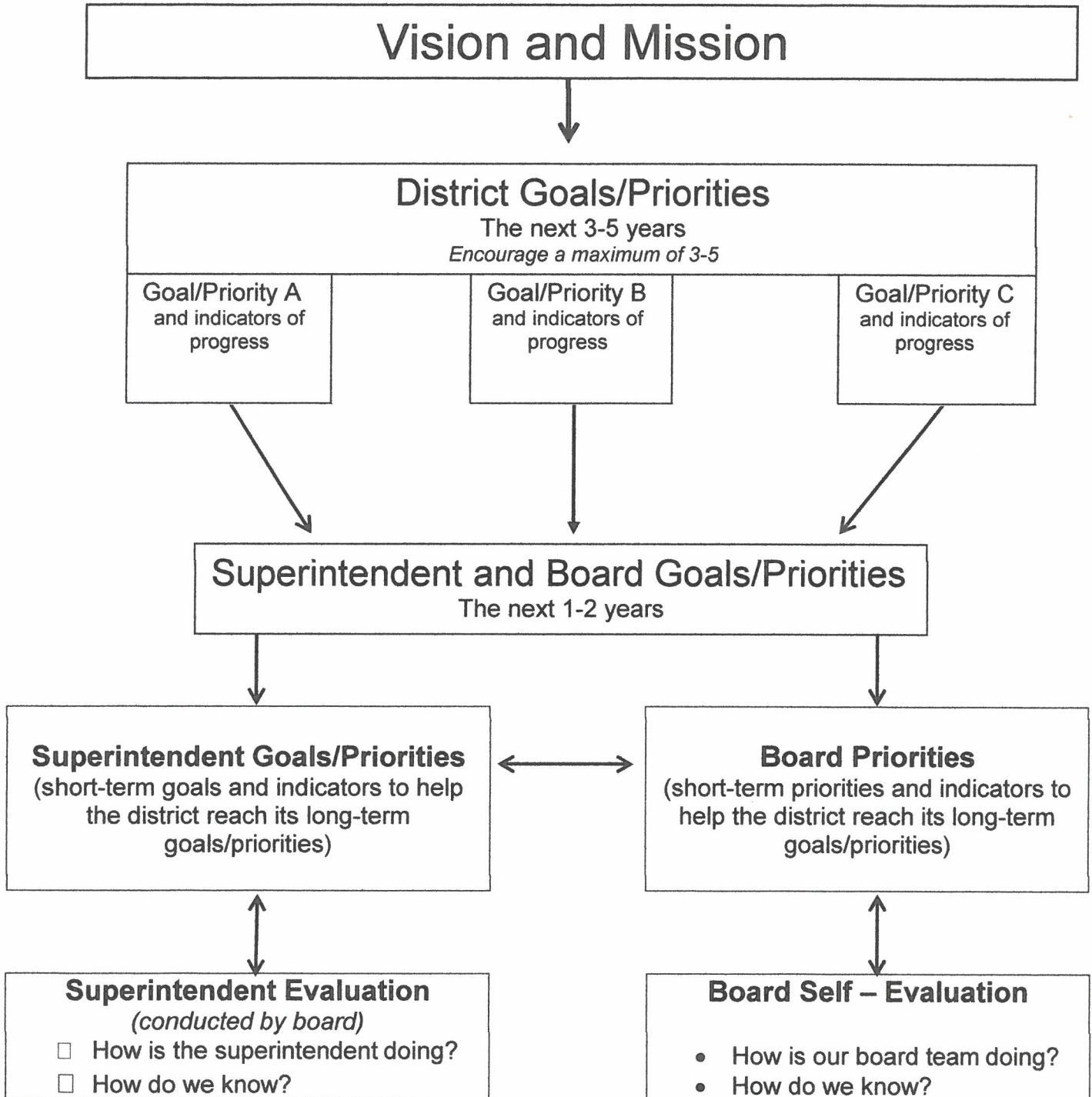
Q60 The Board: Acts as a part of the board rather than as an individual by refraining from making promises or agreements with community members and others.

Answered: 7 Skipped: 0



ANSWER CHOICES	RESPONSES	
Excellent	14.29%	1
Good	71.43%	5
Satisfactory but could improve	14.29%	1
Weak and should improve	0.00%	0
Ineffective	0.00%	0
TOTAL		7

Aligning Goals and Priorities Planning for the Future





**Gresham-Barlow School District
Board of Education Planning
Retreat**

March 22, 2018

*Facilitated by:
Deborah L. Keys Write
Partner
Perkins Consulting Group*

WARM UP ACTIVITY

What is the best experience you have had as a Board Member/Superintendent?

What was the most challenging experience you have had as a Board Member/Superintendent?



Periodic board self assessments can be a very helpful way for boards to evaluate their performance and to determine those areas which need attention.

The benefits of board self assessment include:

- Board accountability
- Open communication among board members
- Insight into decision making
- Improvement of board professionalism
- Clear understanding of roles and responsibilities
- Identification of strengths and weaknesses
- Effective and productive goal setting

Setting District Goals & Direction

How does the district benefit from doing this work?

- **Solidifies** board/superintendent relations by clearly stating expectations
- **Establishes** clear expectations for areas such as: student achievement; programs/curriculum; district finances, etc.
- **Drives** the district to pursue excellence
- **Empowers** and energizes the staff
- **Permits** performance monitoring/evaluation
- **Ensures** the board speaks for the community
- **Ensures** alignment between community values and school district operations

WHAT ARE DISTRICT ENDS?

Simply stated – ends are the desired end result of your efforts
Setting district goals work on the ends

Here are the four components:

- **Values and Beliefs** (*What do we care about regarding public education in our community?*)
- **Mission** (*What benefits are we trying to provide?/to whom?/at what cost?*)
- **Vision** (*What does it look like when we provide those benefits?*)
- **Goals** (*What does the district need to achieve to get there?*)

GBSD STRATEGIC THEMES

- Teaching and Learning, Growth and Achievement for All
- Equitable Outcomes
- College and Career Readiness
- Early Learning
- Class Size and Learning Environments
- Community Partnerships
- Community Investment

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517-449-8181 (cell)

S.M.A.R.T. GOALS QUESTIONNAIRE

Goal:

1. **Specific.** What will the goal accomplish? How and why will it be accomplished?

2. **Measurable.** How will you measure whether the goal has been reached (list at least two indicators)?

3. **Achievable.** Is it possible? Have others done it successfully? Do you have the necessary knowledge, skills, abilities, and resources to accomplish the goal? Will meeting the goal challenge you without defeating you?

4. **Results-focused.** What is the reason, purpose, or benefit of accomplishing the goal? What is the result (not activities leading up to the result) of the goal?

5. **Time-bound.** What is the established completion date and does that completion date create a practical sense of urgency?

Revised Goal:
