

Performed on 9/19/23, 11:31 AM  
Performed by Mrs. Amy Battaglia

## Standard 1 Vision, Leadership & Accountability

The board of education commits to a vision of high student achievement and effective instruction, specifies clear goals to realize that vision, demands accountability for results, and supports continuous improvement of the district.

### Reflections and Comments for the Vision, Leadership & Accountability Standard

I believe the board makes the commitment necessary. Our goals are good, but accountability needs to be looked at harder. I would like to see us develop our goals earlier and review them more frequently.

Mr. Scott M Johnson, Board Member - 9/17/2023, 3:59:04 PM

- Mr. Scott M Johnson

### 1.A

**The board develops a shared vision and mission that reflects student achievement and community priorities, and communicates it to the community.**

Effective

### Reflections and Comments

I feel that the Board and the Superintendent have found their rhythm. There is a consistent eye towards development of meaningful and tangible goals, such as curriculum review and revision, strategic plan, and DEI efforts. Communication is the Superintendent's strong suit, and the Board benefits from the consistent, thoughtful, and transparent communication.

- Mr. Joshua Feldmann

I believe that the development and implementation of the strategic plan will further enhance our vision and mission.

- Mr. Peter Bellanti

I think our mission and vision has been pretty consistent since the rollout of our "one community" motto.

Ms. Kailey McDonald, Board Member - 9/18/2023, 11:38:07 AM

- Ms. Kailey McDonald

I believe that board/admin relationships are good. Any issues are discussed and solved in a reasonable manner. Information is shared in meetings which are available online and in the school website and newsletter

Mr. Scott M Johnson, Board Member - 9/17/2023, 4:02:05 PM

- Mr. Scott M Johnson

We have had many goals that indirectly will advance student achievement. However, I believe we can focus more on student achievement - what does student achievement mean and look like for Sweet Home, what key indicators should we be reviewing, and how can we focus our discussions and meetings towards student achievement? Many of the initiatives of the past few years were necessary, and they will indirectly influence student achievement, but I believe a more directed and focused intent needs to be made in this area.

- Mr. Brian Laible

I would really like to see our newly developed district strategic plan communicated to our community. Tables could be set up at community events pta meetings and open houses. I think it is important that we attempt to reach as many of our constituents as possible so that when budget season comes around the public will know how we are moving our plan forward thank you to Ms Wilson in helping and developing our district tragic plan

Mrs. Marianne Jasen, Board Member - 9/15/2023, 7:48:09 PM

Mrs. Marianne Jasen, Board Member - 9/15/2023, 8:25:55 PM

- Mrs. Marianne Jasen

Mrs. Amy Battaglia, Board Vice President - 9/12/2023, 3:10:02 PM

- Mrs. Amy Battaglia

### 1.B

**The board develops annual district goals in alignment with the district vision and mission and adopts an action plan developed by the superintendent to meet the annual goals. Goals are communicated to the community.**

Effective

### Reflections and Comments

Our goals are well defined and constructed in support of the District's vision and mission.

- Mr. Joshua Feldmann

I believe that our annual district goals are aligned to the vision of the district and superintendent's action plan

- Mr. Peter Bellanti

I'd like for our board goals to come from the board, rather than adopting the goals that Dr. Ginestre writes up for us. My first year, we had a board goal "workshop" session, which was really helpful, and gave us all room to think a little bit outside the box. I think the board should be spending that time really thinking about what we want from the coming year, and tailoring our goals to meet that vision, and that it's important that it comes from the board.

Ms. Kailey McDonald, Board Member - 9/18/2023, 11:38:10 AM

- Ms. Kailey McDonald

Always completed

Mr. Scott M Johnson, Board Member - 9/17/2023, 4:04:47 PM

- Mr. Scott M Johnson

The board develops annual goals with the assistance of the superintendent. We need to do a better job of knowing and promoting our vision and core values. Our mission, "Every Student, One Community, Ready for the Future" is well known. But we it is difficult to find a vision statement and core values on our website or in a public area (different from the DEI vision statement).

- Mr. Brian Laible

We develop goals and try to communicate them to the public

Mrs. Marianne Jasen, Board Member - 9/15/2023, 7:48:59 PM

- Mrs. Marianne Jasen

Mrs. Amy Battaglia, Board Vice President - 9/12/2023, 3:10:06 PM

- Mrs. Amy Battaglia

## 1.C

**The board regularly monitors progress on district goals, effective instruction and student achievement with data-based information.**

Developing

### Reflections and Comments

Data based evaluation of instruction, progress toward goals, and student achievement and an understanding of what this actually means is sorely lacking.

- Mr. Joshua Feldmann

While we do discuss our goals and monitor their effectiveness, I believe that we should revisit them on a more regular basis.

- Mr. Peter Bellanti

This is something that we recently discussed improving upon at the beginning of the summer, and I'd like to continue that trend.

Ms. Kailey McDonald, Board Member - 9/18/2023, 11:38:20 AM

- Ms. Kailey McDonald

This is a concern of mine. It has something that has been discussed several times over the years, but seems to fall by the wayside mid-year

Mr. Scott M Johnson, Board Member - 9/17/2023, 4:05:53 PM

- Mr. Scott M Johnson

While the board does receive information, the board reviews its goals once per year. I believe it would be more effective if the board had a "dashboard" of information in a one-page format that would outline key performance indicators and progress from year to year (KPI monitoring). The data often reflects the outcome (end result) rather than the cause.

- Mr. Brian Laible

I appreciate our weekly data dashboards we receive in the weekly update we receive

Mrs. Marianne Jasen, Board Member - 9/15/2023, 7:50:10 PM

- Mrs. Marianne Jasen

Mrs. Amy Battaglia, Board Vice President - 9/12/2023, 3:10:10 PM

- Mrs. Amy Battaglia

## 1.D

**The board annually evaluates the job performance of the superintendent and monitors the progress made on annual superintendent objectives.**

Effective

### Reflections and Comments

The Superintendent's evaluation process was thoughtful, deliberate, constructive, and communicative.  
- Mr. Joshua Feldmann

This past year with the implementation of the new Super Eval system we had a very healthy discussion with the Superintendent about his performance and progress of his goals.  
- Mr. Peter Bellanti

We have done this annually.  
Ms. Kailey McDonald, Board Member - 9/18/2023, 11:38:23 AM  
- Ms. Kailey McDonald

The board always makes a priority of doing a superintendent evaluation. Moving to supereval has made that process easier. The conversations between the board and superintendent are important to maintain the relationship  
Mr. Scott M Johnson, Board Member - 9/17/2023, 4:08:15 PM  
- Mr. Scott M Johnson

The board evaluates the superintendent on an annual basis. I believe semi-annual would be better and allow the BOE to meet privately twice yearly. Moreover, the feedback process is about 30-45 minutes of board discussion, followed by about 30-45 minutes with the Superintendent immediately after that. Perhaps, a better process would be a board meeting, with the board (President or various members) providing a written reflection on the critical areas from the entire board, which is then discussed at a separate meeting with the Superintendent the following week. The current process seems somewhat rushed.  
- Mr. Brian Laible

this is the first year we used the super eval tool for the superintendents evaluation. As time goes on I think it will be a more useful tool  
Mrs. Marianne Jasen, Board Member - 9/15/2023, 7:51:18 PM  
- Mrs. Marianne Jasen  
Mrs. Amy Battaglia, Board Vice President - 9/12/2023, 3:10:14 PM  
- Mrs. Amy Battaglia

## 1.E

### The board conducts a self-evaluation to monitor its own performance and participates in professional development, including board training and seminars.

Effective

### Reflections and Comments

We conduct a self evaluation and most members seek considerable amounts of outside training and development as personal and work lives allow. An annual Board retreat is effectively used to focus on critical areas of development.  
- Mr. Joshua Feldmann

We will be discussing the self-evaluation at our next BOE meeting  
- Mr. Peter Bellanti

We do this annually. I have appreciated the opportunity for professional development as well.  
Ms. Kailey McDonald, Board Member - 9/18/2023, 11:38:25 AM  
- Ms. Kailey McDonald

This board always does a self evaluation and is very strongly in support of professional development for all employees including themselves. The members participate in internal and external training events to stay up to date  
Mr. Scott M Johnson, Board Member - 9/17/2023, 4:10:50 PM  
- Mr. Scott M Johnson

The board does have an annual meeting and day retreat.  
- Mr. Brian Laible  
again getting used to using the superEval tool for our board evaluation

Mrs. Marianne Jasen, Board Member - 9/15/2023, 7:53:16 PM  
- Mrs. Marianne Jasen  
Mrs. Amy Battaglia, Board Vice President - 9/12/2023, 3:10:16 PM  
- Mrs. Amy Battaglia

## Standard 2 Board Governance & Policy

The board of education works effectively as a team and collaborates with the superintendent, exhibits a shared understanding of board and superintendent roles, maintains a set of board operating procedures, and leads/governs the district through policy.

### Reflections and Comments for the Board Governance & Policy Standard

I feel this is an areas where the board excels. We use our diverse backgrounds to bring varying viewpoints to the discussions.  
- Mr. Scott M Johnson

## 2.A

**The board and superintendent participate in an annual retreat to build team relationships, review roles, responsibilities, and board operations and orient new board members.**

Effective

### **Reflections and Comments**

While we meet the standard to conduct an effective retreat, we do not conduct effective new member orientation.

- *Mr. Joshua Feldmann*

Mr. Peter Bellanti, Board Member - 9/18/2023, 12:59:48 PM

- *Mr. Peter Bellanti*

We do this annually, and typically have good discussions each year.

Ms. Kailey McDonald, Board Member - 9/18/2023, 11:16:09 AM

- *Ms. Kailey McDonald*

This would have been Highly Effective except for one item. We used to have a detailed new member orientation that was used for new board members and student representatives. That seems to have dropped off to a simplified version. Since our board hasn't changed in a few years, it hasn't been a big deal, but it needs to be addressed.

Mr. Scott M Johnson, Board Member - 9/17/2023, 4:22:06 PM

- *Mr. Scott M Johnson*

The board has an annual retreat and education at least once per year.

- *Mr. Brian Laible*

we could do better orienting new board members

Mrs. Marianne Jasen, Board Member - 9/15/2023, 8:02:57 PM

- *Mrs. Marianne Jasen*

Mrs. Amy Battaglia, Board Vice President - 9/12/2023, 3:10:22 PM

- *Mrs. Amy Battaglia*

## 2.B

**The board has a procedure in place for reviewing established policies on a regular basis and developing new ones.**

Effective

### **Reflections and Comments**

There is a clear and simple procedure for reviewing existing policies, but there isn't a well-established process for introducing new policy.

- *Mr. Joshua Feldmann*

I believe we do this on an as needed basis and not on a regular basis.

Mr. Peter Bellanti, Board Member - 9/18/2023, 12:59:51 PM

- *Mr. Peter Bellanti*

I know we have a solid procedure for reviewing policies, but I'm not sure if I've ever been walked through how to develop a new one.

Ms. Kailey McDonald, Board Member - 9/18/2023, 11:17:02 AM

- *Ms. Kailey McDonald*

Since we started using the sub-committee to review policies and make recommendations to the board, we have been able to stay up to sate on the review process every year

Mr. Scott M Johnson, Board Member - 9/17/2023, 4:24:06 PM

Mr. Scott M Johnson, Board Member - 9/17/2023, 4:24:27 PM

- *Mr. Scott M Johnson*

The board has a sub-committee that reviews policies on a rotational basis.

- *Mr. Brian Laible*

appreciate those on the policy committee

Mrs. Marianne Jasen, Board Member - 9/15/2023, 8:03:22 PM

- *Mrs. Marianne Jasen*

Mrs. Amy Battaglia, Board Vice President - 9/12/2023, 3:10:27 PM

- *Mrs. Amy Battaglia*

**2.C The board closely adheres to its own procedures, protocols and policies for effective board operations.**

**Reflections and Comments**

The Board continues to function as a professional, well-function governance body with a focus on progressing towards goals.

- Mr. Joshua Feldmann

Mr. Peter Bellanti, Board Member - 9/18/2023, 12:59:56 PM

- Mr. Peter Bellanti

We have a lot of "this is how it's always been done" practices for how we do things that I think trip us up, particularly when it comes to our re-organization meeting. That being said, I think we've gotten much better at adhering to things like Sunshine laws of the past few years, and this group also has a respectful and collegial rapport that helps us discuss difficult topics professionally.

Ms. Kailey McDonald, Board Member - 9/18/2023, 11:18:59 AM

- Ms. Kailey McDonald

The board runs effective meetings and enforces chain of command when necessary

Mr. Scott M Johnson, Board Member - 9/17/2023, 4:29:37 PM

- Mr. Scott M Johnson

While we do have a policy committee for the School District, we do not have a board manual or policy for determining board committees, nominating officers, or reviewing board norms. I would suggest a board-nominating committee that would meet in April or May to begin the process of determining officers and committees. In addition, perhaps board policy/approaches should be reviewed every 2-3 years with a sub-committee.

- Mr. Brian Laible

Mrs. Marianne Jasen, Board Member - 9/15/2023, 8:03:36 PM

- Mrs. Marianne Jasen

Mrs. Amy Battaglia, Board Vice President - 9/12/2023, 3:10:29 PM

- Mrs. Amy Battaglia

**2.D**

**The board clearly understands its governance role and responsibilities, adheres to open meetings laws, and delegates district operation responsibilities to the superintendent.**

**Reflections and Comments**

I believe we are effective here. I occasionally have some concern about the Board delving into operational matters but it is infrequent.

- Mr. Joshua Feldmann

Mr. Peter Bellanti, Board Member - 9/18/2023, 12:59:59 PM

- Mr. Peter Bellanti

Probably could continue working on it, but I think we've seen great improvement in this regard over my years on the Board.

Ms. Kailey McDonald, Board Member - 9/18/2023, 11:19:56 AM

- Ms. Kailey McDonald

Meetings are run under open meetings laws, and decorum is maintained. The board members will provide thoughts and information to the superintendent, but we do not interfere in his actual day to day running of the district

Mr. Scott M Johnson, Board Member - 9/17/2023, 4:32:00 PM

- Mr. Scott M Johnson

The board has demonstrated an understanding of governance, responsibility, and open meeting laws effectively.

- Mr. Brian Laible

if think we can always use reminder's periodically regarding board roles. Vs superintendent roles

Mrs. Marianne Jasen, Board Member - 9/15/2023, 8:04:57 PM

- Mrs. Marianne Jasen

Mrs. Amy Battaglia, Board Vice President - 9/12/2023, 3:10:33 PM

- Mrs. Amy Battaglia

**2.E Board members publically support the decision of the majority and speak with a unified voice.****Reflections and Comments**

We are consistent in ensuring we have one voice.

- Mr. Joshua Feldmann

Mr. Peter Bellanti, Board Member - 9/18/2023, 1:00:02 PM

- Mr. Peter Bellanti

We've never really had an issue with this. We do this well.

Ms. Kailey McDonald, Board Member - 9/18/2023, 11:20:38 AM

- Ms. Kailey McDonald

The board believes this is paramount in our decision making process and support of the admin team

Mr. Scott M Johnson, Board Member - 9/17/2023, 4:33:48 PM

- Mr. Scott M Johnson

While there are disagreements at times, the board has always supported the decision of the entire board as one unified body.

- Mr. Brian Laible

feel the board does a good job supporting a decision once it is made

Mrs. Marianne Jasen, Board Member - 9/15/2023, 8:05:37 PM

- Mrs. Marianne Jasen

Mrs. Amy Battaglia, Board Vice President - 9/12/2023, 3:10:35 PM

- Mrs. Amy Battaglia

### Standard 3 Communication & Community Relations

The board of education effectively communicates with the superintendent and the local community, represents community interests and values, and ensures district information and decisions are communicated to the community.

#### Reflections and Comments for the Communication & Community Relations Standard

This is an area where there is always room for improvement. As a district, we are communicating more than before and providing information in new areas. The hiring of a Public Relations coordinator and a person who communicates directly with our immigrant families are additional steps that were recently taken to better fill tight needs of our community.

- Mr. Scott M Johnson

#### 3.A

**The board develops a collaborative relationship with the superintendent, keeping cooperation and respectful discussions at the core of its deliberation.**

Highly Effective

#### Reflections and Comments

The superintendent is incredibly responsive and communicative, which fosters a culture of open, honest, respectful conversations. Discussions are lively, but always courteous and understanding.

- Mr. Joshua Feldmann

The communication between the BOE and the Superintendent's office is very good and respectful.

Mr. Peter Bellanti, Board Member - 9/18/2023, 12:59:36 PM

- Mr. Peter Bellanti

I think we are very good at this. We have had many difficult discussions, but we don't let them interfere with our professional relationship with Dr. Ginestre, or each other.

Ms. Kailey McDonald, Board Member - 9/18/2023, 11:22:21 AM

- Ms. Kailey McDonald

This is true not only for the board and superintendent, but also the members of his administrative team

Mr. Scott M Johnson, Board Member - 9/17/2023, 4:41:44 PM

- Mr. Scott M Johnson

Discussions have always been respectful.

- Mr. Brian Laible

feel the board has a good relationship with the superintendent. We are respectful of each other even if we don't always agree

Mrs. Marianne Jasen, Board Member - 9/15/2023, 8:10:05 PM

- Mrs. Marianne Jasen

Mrs. Amy Battaglia, Board Vice President - 9/12/2023, 3:10:40 PM

- Mrs. Amy Battaglia

#### 3.B

**The board establishes effective communication with parents, students, staff and community members while respecting the chain of command and lines of responsibility.**

**Reflections and Comments**

We communicate well. I sometimes worry that we give outsized voice to the vocal minorities, but that can be unavoidable.

- Mr. Joshua Feldmann

Mr. Peter Bellanti, Board Member - 9/18/2023, 12:57:04 PM

- Mr. Peter Bellanti

I think we've seen improvement here. I'd like to continue building on this, and having the Board be a more approachable part of our community.

Ms. Kailey McDonald, Board Member - 9/18/2023, 11:23:33 AM

- Ms. Kailey McDonald

This piece can be one of the most challenging areas for any board member. Community members will reach out looking for a quick solution and are not always happy when they are redirected to a teacher or principal. I believe we do a good job of respecting those lines while still trying to help where we can.

Mr. Scott M Johnson, Board Member - 9/17/2023, 5:04:25 PM

- Mr. Scott M Johnson

We have used Thought Exchange, board members are available to the community, and the Superintendent is always available for discussion.

- Mr. Brian Laible

We can always do better communicating with our constituents

Mrs. Marianne Jasen, Board Member - 9/15/2023, 8:06:29 PM

Mrs. Marianne Jasen, Board Member - 9/15/2023, 8:11:23 PM

- Mrs. Marianne Jasen

Mrs. Amy Battaglia, Board Vice President - 9/12/2023, 3:10:43 PM

- Mrs. Amy Battaglia

**3.C**

**The board works with the superintendent to gain input from the community using forums, survey instruments and other vehicles following agreed-upon procedures.**

**Reflections and Comments**

The Superintendent and Board have put considerable effort to ensure we welcome and encourage cross-sectional parent and community involvement. We continue to improve, always looking for additional avenues to hear community voices.

- Mr. Joshua Feldmann

Mr. Peter Bellanti, Board Member - 9/18/2023, 12:57:19 PM

- Mr. Peter Bellanti

I'd like to see us continue to do so in the coming years. We have a lot of big changes coming up, and I want our community to feel like they have ownership over them.

Ms. Kailey McDonald, Board Member - 9/18/2023, 11:24:20 AM

- Ms. Kailey McDonald

The newer tools we have used to get feedback have been well received. I am also very happy that the plans to solicit community and employee input as part of our next capital project have already been announced

Mr. Scott M Johnson, Board Member - 9/17/2023, 5:05:54 PM

- Mr. Scott M Johnson

As noted, community forums, PTO/PTA board members attendance, school liaisons, and Thought Exchange are examples where the board is doing a good job of getting public input.

- Mr. Brian Laible

always looking for ways for community input always room for improvement

Mrs. Marianne Jasen, Board Member - 9/15/2023, 8:07:29 PM

- Mrs. Marianne Jasen

Mrs. Amy Battaglia, Board Vice President - 9/12/2023, 3:10:47 PM

- Mrs. Amy Battaglia

**3.D**

**The board actively generates support for the district through its vision and promoting educational opportunities for all students.**

Effective

**Reflections and Comments**

Our ability to promote our vision is often hampered by factors outside of our control. However, the hiring of a dedicated community relations specialist should help maximize our efforts.

- Mr. Joshua Feldmann

Mr. Peter Bellanti, Board Member - 9/18/2023, 12:57:29 PM

- Mr. Peter Bellanti

I think we are good representatives of the District in this regard.

Ms. Kailey McDonald, Board Member - 9/18/2023, 11:25:28 AM

- Ms. Kailey McDonald

I think we do a reasonable job in this area, but I would like to learn more about how we can help with the Big Picture program at Ready Academy and some of the other options Dr. Wilson has identified

Mr. Scott M Johnson, Board Member - 9/17/2023, 5:10:02 PM

- Mr. Scott M Johnson

The board has always supported education, access, and opportunity for every student in the district, including recent students from out of the country.

- Mr. Brian Laible

we look at things through a lens of DEI to help include all students

Mrs. Marianne Jasen, Board Member - 9/15/2023, 8:08:08 PM

- Mrs. Marianne Jasen

Mrs. Amy Battaglia, Board Vice President - 9/12/2023, 3:10:50 PM

- Mrs. Amy Battaglia

**3.E The board is an advocate for the district’s interests with legislators and other elected public officials.**

Effective

**Reflections and Comments**

Scott is outstanding in this area and often carries the water for the Board.

- Mr. Joshua Feldmann

Mr. Johnson does a wonderful job advocating for the district through the ECASB Legislative team and the District Office does contact the legislators and other public officials, but I believe we can still build on our relationships and keep them updated on the happenings of the district on a more regular basis.

Mr. Peter Bellanti, Board Member - 9/18/2023, 12:59:26 PM

- Mr. Peter Bellanti

Kudos in particular to Scott Johnson, who really carries this torch for us.

Ms. Kailey McDonald, Board Member - 9/18/2023, 11:24:56 AM

- Ms. Kailey McDonald

Regular meetings with our own representative, plus those in nearby districts who can help with desired legislation. Participating in county and state events for advocacy.

Mr. Scott M Johnson, Board Member - 9/17/2023, 5:12:02 PM

- Mr. Scott M Johnson

Our board members who connect with elected officials have done an excellent job.

- Mr. Brian Laible

thank you Scott for taking the lead in communicating with our public officials

Mrs. Marianne Jasen, Board Member - 9/15/2023, 8:08:51 PM

- Mrs. Marianne Jasen

Mrs. Amy Battaglia, Board Vice President - 9/12/2023, 3:10:53 PM

- Mrs. Amy Battaglia

**Standard 4 Fiscal Resources, Staff Recruitment & Environment**

The board of education oversees the fiscal conditions of the district, aligns resources to meet district goals, ensures appropriate policies for staff recruitment and retention, supports districtwide learning and promotes conditions for health and safety.

**Reflections and Comments for the Fiscal Resources, Staff Recruitment & Environment Standard**

I believe that the board working in concert with the administration continues to develop fiscally sound budgets which focus on the needs of the students while still considering the taxpayers. The best evidence of that is shown by budget votes passing for 46 consecutive years.

Mr. Scott M Johnson, Board Member - 9/17/2023, 5:54:48 PM

- Mr. Scott M Johnson

#### 4.A

**The board adopts an annual budget that adheres to the provisions of the law and allocates resources based on the district's vision, goals, and priorities for student learning.**

Effective

##### **Reflections and Comments**

With a tax neutral budget, the District is still able to limit class sizes, provide remarkable wrap around and interventional services, and maintain a full program.

- Mr. Joshua Feldmann

Mr. Peter Bellanti, Board Member - 9/18/2023, 1:00:59 PM

- Mr. Peter Bellanti

Mr. Feldmann has done an admirable job meeting the needs of our district while also juggling the demands of the state, and keeping our tax payers happy.

Ms. Kailey McDonald, Board Member - 9/18/2023, 11:27:27 AM

- Ms. Kailey McDonald

Our budgets are always fiscally responsible while still focusing on the needs of our students

Mr. Scott M Johnson, Board Member - 9/17/2023, 5:21:38 PM

- Mr. Scott M Johnson

The board has done a good job with budgeting, along with the assistance of the district office.

- Mr. Brian Laible

thank you to Mr Feldman for every year putting together a presentation so the district budget is more easily understood. Appreciate all Ms fineness shabbily has done to recruit top candidates

Mrs. Marianne Jasen, Board Member - 9/15/2023, 8:13:25 PM

Mrs. Marianne Jasen, Board Member - 9/17/2023, 2:11:54 PM

- Mrs. Marianne Jasen

Mrs. Amy Battaglia, Board Vice President - 9/12/2023, 3:10:57 PM

- Mrs. Amy Battaglia

#### 4.B

**The board keeps the community informed about the financial needs of the district, seeks cost savings and operational efficiencies and invites community input.**

Effective

##### **Reflections and Comments**

Communicating the budget is a difficult endeavor considering its complexity. However, our message of lower class sizes, full programming, and tax neutrality seems to resonate, but it is often overcome by issues like bus driver shortage which can be perceived as a budget matter.

- Mr. Joshua Feldmann

We conduct numerous public budget meetings in the spring and often talk about the process during our open BOE meetings.

Mr. Peter Bellanti, Board Member - 9/18/2023, 1:03:47 PM

- Mr. Peter Bellanti

I think we are pretty transparent in this regard. Dr. Ginestre and Mr. Feldmann have also done excellent work in securing grant funding for new initiatives, across a range of subjects.

Ms. Kailey McDonald, Board Member - 9/18/2023, 11:27:50 AM

- Ms. Kailey McDonald

Our budget meetings are held on Saturday or in the evening, allowing for more public participation. In addition, they are broadcast live on YouTube, plus archived for later viewing. Time is available at each meeting for questions. The budget and updates are posted on the web site after each meeting

Mr. Scott M Johnson, Board Member - 9/17/2023, 5:24:09 PM

- Mr. Scott M Johnson

The board has been transparent about financial matters and provides multiple budget presentations to the public.

- Mr. Brian Laible

wish more of our public would attend our budget sessions. This will be extremely important as we move towards the renovations of our elementary schools

Mrs. Marianne Jasen, Board Member - 9/15/2023, 8:14:40 PM  
- *Mrs. Marianne Jasen*

Mrs. Amy Battaglia, Board Vice President - 9/12/2023, 3:11:01 PM  
- *Mrs. Amy Battaglia*

#### 4.C

**The board monitors a facilities plan that meets district student and staff health and safety regulations and guidelines.**

Effective

##### **Reflections and Comments**

Facilities and capital improvement planning is effective, affordable, and sustainable.  
- *Mr. Joshua Feldmann*

Mr. Peter Bellanti, Board Member - 9/18/2023, 1:03:44 PM  
- *Mr. Peter Bellanti*

I think we excel when it comes to safety in our district. The one area I'd like to see improvement on (and which already may be improving, it's still early in the year) is after school fights on buses, at sporting events, and on school grounds. I know we've already had a few incidents, but that there were also plans for changes in the works. I hope to see them come to fruition.

Ms. Kailey McDonald, Board Member - 9/18/2023, 11:30:56 AM  
- *Ms. Kailey McDonald*

While I believe the district watches this closely, it has been several years since we heard from the facilities staff. I think we need a presentation, but it needs to be discussed by the board and superintendent first to determine what types of information we should be reviewing.

Mr. Scott M Johnson, Board Member - 9/17/2023, 5:27:03 PM  
- *Mr. Scott M Johnson*

No concerns in this area - effective.  
- *Mr. Brian Laible*

thank you to Mrs Balez f leading the health and safety committee

Mrs. Marianne Jasen, Board Member - 9/15/2023, 8:15:39 PM  
- *Mrs. Marianne Jasen*

Mrs. Amy Battaglia, Board Vice President - 9/12/2023, 3:11:04 PM  
- *Mrs. Amy Battaglia*

#### 4.D

**The board ensures that the audit committee functions in accordance with NYS regulatory requirements, reviews internal and external audit findings and responds accordingly.**

Highly Effective

##### **Reflections and Comments**

Audit findings are incredibly minor. Corrective action plans are timely and effective.  
- *Mr. Joshua Feldmann*

Mr. Peter Bellanti, Board Member - 9/18/2023, 1:04:03 PM  
- *Mr. Peter Bellanti*

Our audit committee had a busy year this past year, but I think they did well.

Ms. Kailey McDonald, Board Member - 9/18/2023, 11:31:42 AM  
- *Ms. Kailey McDonald*

The board has long had an audit committee which meets three time a year. It contains 2 board members, 2 community members and admin staff. Our auditors present detailed information and answer questions. Once the committee approves the reports, they go to the full board at an open meeting for approval. We also respond to State audits and make adjustments as necessary.

Mr. Scott M Johnson, Board Member - 9/17/2023, 5:34:15 PM  
- *Mr. Scott M Johnson*

The audit committee meets regularly with internal and external auditors, adheres to regulations, or makes any needed corrections.  
- *Mr. Brian Laible*

thank you to those on audit committee as well as those in our finance office who work our day to day operations

Mrs. Marianne Jasen, Board Member - 9/15/2023, 8:17:02 PM

- Mrs. Marianne Jasen

Mrs. Amy Battaglia, Board Vice President - 9/12/2023, 3:11:06 PM

- Mrs. Amy Battaglia

## 4.E

**The board supports the recruitment of highly effective teachers, administrators and staff and provides professional development and support to meet APPR requirements.**

Effective

### Reflections and Comments

Sweet Home benefits from a generous compensation package and collaborative work environment, making it a desirable work place for most teachers.

- Mr. Joshua Feldmann

Mr. Peter Bellanti, Board Member - 9/18/2023, 1:04:15 PM

- Mr. Peter Bellanti

I'm a little concerned at the teacher turnover we had this summer. I know that things are picking up in terms of competitive positions across WNY, but we really need to make sure that our new teachers feel dedicated to Sweet Home and want to stay with us.

Ms. Kailey McDonald, Board Member - 9/18/2023, 11:33:04 AM

- Ms. Kailey McDonald

The detailed process with input by many parties has led the district to many outstanding new employees. As previously mentioned we strongly support P.D. My only concern is the filling of every teaching vacancy. Even though our student population is growing, our elementary buildings won't be for several years. I don't believe we will be able to continue the small class sizes we currently have

Mr. Scott M Johnson, Board Member - 9/17/2023, 5:41:10 PM

- Mr. Scott M Johnson

The board and district office have been working hard to recruit high-quality talent and have the structure in place to do so going forward.

- Mr. Brian Laible

I think we have tried innovative ways to hire staff esp bus drivers. I know in the future we will continue these recruitment efforts

Mrs. Marianne Jasen, Board Member - 9/15/2023, 8:18:17 PM

- Mrs. Marianne Jasen

Mrs. Amy Battaglia, Board Vice President - 9/12/2023, 3:11:09 PM

- Mrs. Amy Battaglia

## Standard 5 Ethical Leadership

The board of education promotes the success of ALL students and staff, and conducts district business in a fair, respectful and responsible manner.

### Reflections and Comments for the Ethical Leadership Standard

There is no question in my mind about this.

- Mr. Scott M Johnson

## 5.A Board members actively promote the belief in the success of all students in the district.

Highly Effective

### Reflections and Comments

There have been very deliberate and focused efforts on ensuring DEI initiatives. The focus on care of the whole student is evident in the culture and support services.

- Mr. Joshua Feldmann

Mr. Peter Bellanti, Board Member - 9/18/2023, 1:07:32 PM

- Mr. Peter Bellanti

We've dedicated a lot of time and attention to this, and I'm really interested in the outcomes of the equity audits that will be conducted this year.

Ms. Kailey McDonald, Board Member - 9/18/2023, 11:33:51 AM

- Ms. Kailey McDonald

We want every student to succeed, just as if they were our own children

Mr. Scott M Johnson, Board Member - 9/17/2023, 5:43:13 PM

- Mr. Scott M Johnson

The board has always promoted the success of every student.

- Mr. Brian Laible

every board member believes in the success of our students. Every decision we make revolves around the question.... What is best for our students

Mrs. Marianne Jasen, Board Member - 9/15/2023, 8:20:23 PM

- Mrs. Marianne Jasen

Mrs. Amy Battaglia, Board Vice President - 9/12/2023, 3:11:13 PM

- Mrs. Amy Battaglia

## 5.B Board members act as conscientious role models, and exhibit professionalism.

Highly Effective

### Reflections and Comments

Board members act and present professionally.

- Mr. Joshua Feldmann

Mr. Peter Bellanti, Board Member - 9/18/2023, 1:07:43 PM

- Mr. Peter Bellanti

I really think we do an excellent job here. The collegial spirit of our board is pretty unique, and something to be proud of.

Ms. Kailey McDonald, Board Member - 9/18/2023, 11:34:24 AM

- Ms. Kailey McDonald

We would expect nothing less of each other

Mr. Scott M Johnson, Board Member - 9/17/2023, 5:45:36 PM

- Mr. Scott M Johnson

The board has always acted professionally and as role models for our staff and students.

- Mr. Brian Laible

Have the utmost respect for my fellow board members. They are completely kid centered and always have what's best for kids in mind

Mrs. Marianne Jasen, Board Member - 9/15/2023, 8:21:57 PM

- Mrs. Marianne Jasen

Mrs. Amy Battaglia, Board Vice President - 9/12/2023, 3:11:16 PM

- Mrs. Amy Battaglia

## 5.C

**Board members exercise their authority only as a board of the whole and recognize that no individual board member has authority to take individual action on behalf of the board.**

Effective

### Reflections and Comments

No individual Board member has ever acted individually on behalf of the Board.

- Mr. Joshua Feldmann

Mr. Peter Bellanti, Board Member - 9/18/2023, 1:07:57 PM

- Mr. Peter Bellanti

We've occasionally had issue with this in the past, but I think it's something we're all cognizant of and I don't recall having too many issues with it recently. Certainly it's something to keep in mind moving forward, though.

Ms. Kailey McDonald, Board Member - 9/18/2023, 11:37:58 AM

- Ms. Kailey McDonald

We all know it, and occasionally share that information with community members who hope that one board member can make changes they want

Mr. Scott M Johnson, Board Member - 9/17/2023, 5:47:14 PM

- Mr. Scott M Johnson

There has been no indication of any board member independently acting with authority or making promises on behalf of the board.

- Mr. Brian Laible

Mrs. Marianne Jasen, Board Member - 9/15/2023, 8:22:20 PM

- Mrs. Marianne Jasen

Mrs. Amy Battaglia, Board Vice President - 9/12/2023, 3:11:19 PM

- Mrs. Amy Battaglia

## 5.D Board members avoid conflicts of interest and appropriately disclose if one arises.

**Reflections and Comments**

There are no conflicts of interest.

- Mr. Joshua Feldmann

Mr. Peter Bellanti, Board Member - 9/18/2023, 1:08:06 PM

- Mr. Peter Bellanti

We're pretty careful about this, and consult our legal rep when necessary just to cover our bases.

Ms. Kailey McDonald, Board Member - 9/18/2023, 11:36:10 AM

- Ms. Kailey McDonald

I think we do this very well, and even to an extreme on occasion. There have been times when everyone was eligible to vote, but one member did not want to show a hint of conflict, so they abstained from a vote

Mr. Scott M Johnson, Board Member - 9/17/2023, 5:48:29 PM

- Mr. Scott M Johnson

Board members have abstained if needed and have avoided conflicts of interest.

- Mr. Brian Laible

Whenever there is a vote where there may be a conflict of interest board members will refrain from voting

Mrs. Marianne Jasen, Board Member - 9/15/2023, 8:23:23 PM

- Mrs. Marianne Jasen

Mrs. Amy Battaglia, Board Vice President - 9/12/2023, 3:11:21 PM

- Mrs. Amy Battaglia

**5.E The board has adopted and annually reaffirms its code of ethics.****Reflections and Comments**

We have adopted the code, but do not reaffirm.

- Mr. Joshua Feldmann

Mr. Peter Bellanti, Board Member - 9/18/2023, 1:08:14 PM

- Mr. Peter Bellanti

I actually am not sure if this is something we do? We adopt the code of conduct for the district, but is this something different? Does it happen at the re-org meeting?

Ms. Kailey McDonald, Board Member - 9/18/2023, 11:36:57 AM

- Ms. Kailey McDonald

We go by the same one that our students and staff live under. It is approved on an annual basis at the reorganization meeting

Mr. Scott M Johnson, Board Member - 9/17/2023, 5:49:20 PM

- Mr. Scott M Johnson

While all board members act ethically, I am unaware of any formal reaffirmation of a code of ethics (either by oath or by signature). I have seen this done annually with most non-profit boards (i.e., a code of ethics is signed by board members each year).

- Mr. Brian Laible

I do not remember actually seeing this document

Mrs. Marianne Jasen, Board Member - 9/17/2023, 2:09:36 PM

Mrs. Marianne Jasen, Board Member - 9/17/2023, 2:09:39 PM

Mrs. Marianne Jasen, Board Member - 9/17/2023, 2:09:43 PM

- Mrs. Marianne Jasen

Mrs. Amy Battaglia, Board Vice President - 9/12/2023, 3:11:24 PM

- Mrs. Amy Battaglia

**Overall Evaluation**

|                                                           |             |            |           |                  |
|-----------------------------------------------------------|-------------|------------|-----------|------------------|
| <b>Standard 1 Vision, Leadership &amp; Accountability</b> | Ineffective | Developing | Effective | Highly Effective |
| <b>Standard 2 Board Governance &amp; Policy</b>           | Ineffective | Developing | Effective | Highly Effective |

|                                                                                     |             |            |                  |                  |
|-------------------------------------------------------------------------------------|-------------|------------|------------------|------------------|
| <b>Standard 3<br/>Communication &amp;<br/>Community Relations</b>                   | Ineffective | Developing | Effective        | Highly Effective |
| <b>Standard 4 Fiscal<br/>Resources, Staff<br/>Recruitment &amp;<br/>Environment</b> | Ineffective | Developing | Effective        | Highly Effective |
| <b>Standard 5 Ethical<br/>Leadership</b>                                            | Ineffective | Developing | Effective        | Highly Effective |
| <b>Overall Rating</b>                                                               | Ineffective | Developing | <b>Effective</b> | Highly Effective |

#### Comments by the Individual Board Members (Private)

*Mr. Peter Bellanti, Board Member - 9/18/2023, 1:08:22 PM*

- Mr. Peter Bellanti

*See individual comments for reflection*

*Ms. Kailey McDonald, Board Member - 9/18/2023, 11:38:37 AM*

- Ms. Kailey McDonald

*In my opinion, this board and the administration operate in such a way that Sweet Home is a place that other schools try to emulate and families move here for our quality education*

*Mr. Scott M Johnson, Board Member - 9/17/2023, 5:51:23 PM*

- Mr. Scott M Johnson

*I believe the board, on an overall basis, has been effective. In areas of ethics, student well-being, and support for educational access, I believe our board has done an excellent job.*

- Mr. Brian Laible

*Mrs. Amy Battaglia, Board Vice President - 9/12/2023, 3:11:32 PM*

- Mrs. Amy Battaglia