Board of Education Self-Assessment

Sweet Home CSD
Results September 2022

	Results									
Vision, Leadership & Accountability										
A. The board develops a shared vision & mission that reflects student achievement & community priorities & communicates to the community	AB	PB	MJ	SJ	BL	KM				
	3.0	3.0	3.0	3.0	3.0	***4.0***				
Total	19.0									
Average	**3.2**									
B. The Board develops annual district goals in alignment with the district vision & mission & adopts an action plan developed by the Supt to meet annual goals. Goals are communicated to the community	AB	PB	MJ	SJ	BL	KM				
	3.0	***4.0***	3.0	3.0	3.0	***4.0***				
Total	20.0									
Average	**3.3**									
C. The Board regularly monitors progress on district goals, effective instruction & student achievement with data based information.	AB	PB	MJ	SJ	BL	KM				
	3.0	3.0	***2.0***	***2.0***	3.0	3.0				
Total	16.0									
Average	**2.7**									
D. The Board annually evaluated the job performance of the Supt and monitors progress made on annual Supt objectives	AB	PB	MJ	SJ	BL	KM				
	3.0	3.0	***4.0***	3.0	3.0	***4.0***				
Total	20.0									
Average	**3.3**									
E. The Board conducts a self-evaluation to monitor its own performance and participates in professional development, including board training & seminars	AB	PB	MJ	SJ	BL	KM				
	3.0	3.0	***4.0***	3.0	3.0	***4.0***				
Total	20.0									
Average	**3.3**									

VISION, LEADERSHIP & ACCOUNTABILITY COMMENTS

AB: As we continue into the 'post-covid' era, I look forward to getting back to the academic side of our roles.
PB: I think that we consistantly perform all of these, but feel there is room for improvement. Possibly meeting to address goals and evaluations mid year and again at end of year.
MJ: Feel we could do a better job using data to make informed decisions. I think Toyia will help with this immensely.
SJ: I don't think we look at progress often enough.
KM: I think we did fairly well with our goals. I'm not sure how much bussing impacted our extra curriculars for our students, and probably could've stayed on top of that more.

Board of Education Self-Assessment

Sweet Home CSD
Results September 2022

Board Governance & Policy										
A.The Board & Supt participate in an annual retreat to build team relationships, review roles, responsibilities, and board operations & orient new board members	AB	PB	MJ	SJ	BL	KM				
	3.0	3.0	***4.0***	3.0	3.0	***4.0***				
Total	20.0									
Average	**3.3**									
B. The Board has a procedure in place for reviewing established policies on a regular basis an developing new ones	AB	PB	MJ	SJ	BL	KM				
	3.0	3.0	***4.0***	***4.0***	3.0	***4.0***				
Total	21.0									
Average	**3.5**									
C. The Board closely adheres to its own procedures, protocols and policies for effective board operations	AB	PB	MJ	SJ	BL	KM				
	3.0	3.0	3.0	3.0	3.0	3.0				
Total	18.0									
Average	***3.0***									
D. The Board clearly understands its governance role and responsibilities, adheres to open meetings law, and delegates district operation responsibilities to the Supt	AB	PB	MJ	SJ	BL	KM				
	3.0	3.0	3.0	3.0	3.0	***4.0***				
Total	19.0									
Average	**3.2**									
E. Board members publically support the decision of the majority and speak with a unified voice	AB	PB	MJ	SJ	BL	KM				
	3.0	3.0	***4.0***	3.0	3.0	***4.0***				
Total	20.0									
Average	**3.3**									

BOARD GOVERNANCE & POLICY COMMENTS

AB: Having the historical knowledge from Scott & Marianne is always helpful when we get caught up and need to get back to procedures.
PB: Again I believe we are consistent with our governance and policy but there are things we can improve on.
MJ: Feel our last Board retreat was very, very productive. Looking forward to this year's retreat and agenda. Would still like to find time to visit schools and classrooms.
SJ: I believe our procedures for reviewing and updating policies are working very well and always keep us current.
KM: I think we did much better this year with Open Meetings Law. I think we still have some "traditions" that are not policy but just "the way it's always been done" we could work on.

Board of Education Self-Assessment

Sweet Home CSD
Results September 2022

Communication & Community Relations										
A. The Board develops a collaborative relationship with the Supt, keeping cooperation and respectful discussions at the core of its deliberation	AB	PB	MJ	SJ	BL	KM				
	3.0	3.0	***4.0***	3.0	***4.0***	***4.0***				
Total	21.0									
Average	**3.5**									
B. The Board establishes effective communication with parents, students, staff & community members while respecting the chain of command and lines of responsibility	AB	PB	MJ	SJ	BL	KM				
	3.0	3.0	3.0	3.0	3.0	***4.0***				
Total	19.0									
Average	**3.2**									
C. The Board works with the Supt to gain input from the community using forums, survey instruments an other vehicles following agreed-upon procedures	AB	PB	MJ	SJ	BL	KM				
	2.0	3.0	3.0	***2.0***	3.0	***4.0***				
Total	17.0									
Average	**2.8**									
D. The Board actively generates support for the district through its vision and promoting educational opportunities for all students	AB	PB	MJ	SJ	BL	KM				
	3.0	3.0	3.0	3.0	3.0	***4.0***				
Total	19.0									
Average	**3.2**									
E. The Board is an advocated for the district's interests with legislators & other elected public officials	AB	PB	MJ	SJ	BL	KM				
	3.0	3.0	3.0	3.0	3.0	***4.0***				
Total	19.0									
Average	**3.2**									
Communications & Community Relations - Comments										

AB: We could be more inclusive of the community stakeholders now that we are free from restrictions. Thank you again to Scott & Kailey for advocating with our legislators.
PB: I believe that our communication can be improved, especially when it comes to communicating with DO and each other. I also feel that we can be doing a better collective job with advocating our interests with legislators. We are dependent on Scott and feel the the board as a group should be in communication with legislators and inviting them to BOE meetings, as well as sending their offices updates.
MJ: Thank you Scott for continuing to advocate on such a high level with our legislators. Feel we have a great relationship with the Superintendent.
SJ: We don't have any procedures in place for gathering input. In addition, the Board usually has limited involvement.
KM: I think we also improved this year with our communication to community. I'd welcome more forums for open discussion with community members.

Board of Education Self-Assessment

Sweet Home CSD
Results September 2022

Fiscal Resources, Staff Recruitment & Environment										
A. The Board adopts an annual budget that adheres to the provisions of the law and allocated resources based on the district's vision, goals & priorities for student learning	AB	PB	MJ	SJ	BL	KM				
	3.0	***4.0***	***4.0***	3.0	3.0	***4.0***				
Total	21.0									
Average	**3.5**									
B. The Board keeps the community informed about the financial needs of the district, seeks cost savings and operational efficiencies and invites community input	AB	PB	MJ	SJ	BL	KM				
	3.0	***4.0***	3.0	3.0	3.0	***4.0***				
Total	20.0									
Average	**3.3**									
C. The Board monitors a facilities plan that meets district student and staff health and safety regulations & guidelines	AB	PB	MJ	SJ	BL	KM				
	3.0	3.0	3.0	***2.0***	3.0	***4.0***				
Total	18.0									
Average										
D. The Board ensures that the audit committee functions in accordance with NYS regulatory requirements, reviews internal and external audit findings & responds accordingly	AB	PB	MJ	SJ	BL	KM				
	3.0	3.0	3.0	3.0	3.0	***4.0***				
Total	19.0									
Average	**3.2**									
E. The Board supports the recruitment of highly effective teachers, administrators, and staff and provides professional development and support to meet APPR requirements	AB	PB	MJ	SJ	BL	KM				
	3.0	3.0	***4.0***	3.0	3.0	***4.0***				
Total	20.0									
Average	**3.3**									

Fiscal Resources, Staff Recruitment & Environment - Comments

AB: I feel we are in a good place but there is always room for improvement.
PB: Our office of Finance and Don make the Board's responsibility in A & B very easy. Our district budget is constantly updated and communicated with share holders.
MJ: Lots of great additions to central office staff this year. We will continue to be transparent with our budget process.
SJ: We look at individual items, but a set plan is not part of the process.
KM: Don has once again done a wonderful job navigating countless hoops and unexpected obstacles in crafting our budget this year. Also very proud of the creativity going into recruitment efforts.

Board of Education Self-Assessment

Sweet Home CSD
Results September 2022

Ethical Leadership										
A. Board members actively promote the belief in the success of all students in the district	AB	PB	MJ	SJ	BL	KM				
	4.0	3.0	***4.0***	3.0	3.0	***4.0***				
Total	21.0									
Average	**3.5**									
B. Board members act as conscientious role models and exhibit professionalism	AB	PB	MJ	SJ	BL	KM				
	4.0	3.0	***4.0***	3.0	3.0	***4.0***				
Total	21.0									
Average	**3.5**									
C. Board members exercise their authority only as a board of the whole & recognize that no individual board member has authority to take action on behalf of the Board	AB	PB	MJ	SJ	BL	KM				
	4.0	3.0	***4.0***	3.0	3.0	***4.0***				
Total	21.0									
Average	**3.5**									
D. Board members avoid conflicts of interest and appropriately disclose if one arises	AB	PB	MJ	SJ	BL	KM				
	4.0	3.0	***4.0***	***4.0***	3.0	***4.0***				
Total	22.0									
Average	**3.7**									
E. The Board has adopted and annually reaffirms its code of ethics	AB	PB	MJ	SJ	BL	KM				
	4.0	3.0	3.0	3.0	3.0	***4.0***				
Total	20.0									
Average	**3.3**									

ETHICAL LEADERSHIP - COMMENTS

AB: I believe we are all consummate professionals and lead by example. We are united in the goals for 'our' kids and that their successes are successes for the entire district.

Board of Education Self-Assessment

Sweet Home CSD
Results September 2022

Annual School Board Objectives										
2022 Goal #1: The Board of Education is committed to providing in-person instruction to every student in grades K-12 at Sweet Home Central School District for each day of the entire 2021-2022 school year. This commitment to full, in-person instruction for all students will align with health and safety guidelines adopted by the New York State Health Department, local health departments, and the New York State Department of Education.	AB	PB	MJ	SJ	BL	KM				
	3.0	3.0	3.0	3.0	3.0	***4.0***				
Total	19.0									
Average	**3.2**									
2022 Goal #2: As part of a reacclimation to in-person instruction for all students at Sweet Home, it is critical that each student has a full school experience. The Board of Education's goal is to offer each and every course the district has to offer, as well as a full slate of extracurricular activities, including athletics, music, theatre, school events, and clubs. These activities will be conducted safely using protocols adopted by the New York State Department of Health, local health agencies, and the New York State Department of Education.	AB	PB	MJ	SJ	BL	KM				
	3.0	3.0	3.0	3.0	3.0	3.0				
Total	18.0									
Average	***3.0***									
2022 Goal #3: The Board of Education will support a continual improvement model in terms of academic success for all students in the Sweet Home Central School District. The Board is committed to closing learning gaps created as a result of the pandemic, and implementing intervention plans to ensure all students are on appropriate academic levels at the end of the 2021-2022 school year.	AB	PB	MJ	SJ	BL	KM				
	3.0	3.0	3.0	3.0	3.0	3.0				
Total	18.0									
Average	***3.0***									
2022 Goal #4: The Board of Education will create a budgetary plan that promotes academic, social, and emotional growth of all students in the district, and enhances program priorities, while at the same time remains fiscally responsible to the taxpayers of the district. The Board will develop budgetary priorities that incorporate new federal stimulus money as well our full allocation of New York State Foundation Aid.	AB	PB	MJ	SJ	BL	KM				
	3.0	***4.0***	3.0	3.0	3.0	***4.0***				
Total	20.0									
Average	**3.3**									
	AB	PB	MJ	SJ	BL	KM				

Goal # 5: The Board of Education is committed to maintaining a diverse, equitable, and inclusive educational and work environment where all stakeholders have the opportunity to succeed and achieve. As one component of this goal, the District will establish a Diversity, Equity, and Inclusion (DEI) Committee dedicated to developing a framework for evaluating and implementing the essential elements of a successful DEI plan (including: governance; teaching and learning; family and community engagement; workforce diversity; diverse schools and learning opportunities; and student supports, discipline, and wellness). Through this committee, the Board and the District will strive to eliminate barriers to success and build a system where everyone has a place and sense of belonging. Every student, one community...ready for the future."	3.0	3.0	3.0	***4.0***	3.0	***4.0***				
Total				20.0						
Average				**3.3**						
ANNUAL SCHOOL BOARD OBJECTIVES - COMMENTS										

Board of Education Self-Assessment

Sweet Home CSD
Results September 2022

Summary										
	AB	**PB**	**MJ**	**SJ**	**BL**	**KM**				
Vision, Leadership and Accountability	**3.0**	**3.2**	**3.2**	**2.8**	**3.0**	**3.8**				
Board Governance and Policy	**3.0**	**3.0**	**3.6**	**3.2**	**3.0**	**3.8**				
Communication & Community Relations	**2.8**	**3.0**	**3.2**	**2.8**	**3.2**	**4.0**				
Fiscal Resources, Staff Recruitment & Environment	**3.0**	**3.4**	**3.4**	**2.8**	**3.0**	**4.0**				
Ethical Leadership	**4.0**	**3.0**	**3.8**	**3.2**	**3.0**	**4.0**				
Annual School Board Objectives	**##**	**##**	**##**	**##**	**##**	**##**				
Overall Average	**##**	**##**	**##**	**##**	**##**	**##**				
4 = Exceeded objective										
3 = Met objective										
2 = Partially met objective										
1 = Didn't meet objective										