

**Sweet Home CSD
Results September 2021**

		Results									
<u>Vision, Leadership & Accountability</u>											
A. The board develops a shared vision & mission that reflects student achievement & community priorities & communicates to the community	AB	JF	MJ	SJ	BL	KM					
	4.0	3.0	3.0	3.0	4.0	4.0					
Total	21.0										
Average	3.5										
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	JF	MJ	SJ	BL	KM					
	4.0	3.0	3.0	3.0	3.0	3.0					
Total	19.0										
Average	3.2										
C. The Board regularly monitors progress on district goals, effective instruction & student achievement with data based information.	AB	JF	MJ	SJ	BL	KM					
	4.0	3.0	3.0	2.0	3.0	2.0					
Total	17.0										
Average	2.8										
D. The Board annually evaluated the job performance of the Supt and monitors progress made on annual Supt objectives	AB	JF	MJ	SJ	BL	KM					
	4.0	3.0	4.0	3.0	3.0	3.0					
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	JF	MJ	SJ	BL	KM					
	2.0	3.0	4.0	3.0	4.0	3.0					
Total	19.0										
Average	3.2										
VISION, LEADERSHIP & ACCOUNTABILITY COMMENTS											
AB - Haven't participated in additional professional development this year but feel we are meeting the other criteria in professional practices. JF - Much of our goal setting and visionary thinking was waylaid due to the near constant focus on COVID and its impacts to the educational environment. I am hopeful that the recent Admin retreat and our own BOE retreat will help us refocus on our long-range core goals. MJ - A lot of things got pushed aside last year. We did get reports on how our kids were doing but I would have fully appreciated really breaking down info on our subgroups. We also need to move forward with DEI. This is a long term goal. KM - I think we went above and beyond with communication with the community this year. We're not doing a Supt. eval, but I think that's appropriate for the situation. I also want to acknowledge that we created several goals that we recognized would be difficult to measure with concrete data points, but I do hope we continue to work on incorporating social-emotional health into the ethos of our community. I would like to see some work toward strengthening our existing programs and maybe providing them with more structural or organizational support so that measuring our success in prioritizing social-emotional health is something we can FEEL even if it's not easily measured. SJ - Some of these have dropped off during COVID											

Board of Education Self-Assessment

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<u>Board Governance & Policy</u>								
A.The Board & Supt participate in an annual retreat to build team relationships, review roles, responsibilities, and board operations & orient new board members	AB	JF	MJ	SJ	BL	KM		
	4.0	4.0	2.5	3.0	2.0	4.0		
Total	19.5							
Average	3.3							
B. The Board has a procedure in place for reviewing established policies on a regular basis an developing new ones	AB	JF	MJ	SJ	BL	KM		
	4.0	3.0	3.0	3.0	3.0	3.0		
Total	19.0							
Average	3.2							
C. The Board closely adheres to its own procedures, protocols and policies for effective board operations	AB	JF	MJ	SJ	BL	KM		
	4.0	3.0	3.0	2.0	3.0	2.0		
Total	17.0							
Average	2.8							
D. The Board clearly understands its governance role and responsibilities, adheres to open meetings law, and delegates district operation responsibilities to the Supt	AB	JF	MJ	SJ	BL	KM		
	4.0	3.0	3.0	2.0	3.0	2.0		
Total	17.0							
Average	2.8							
E. Board members publically support the decision of the majority and speak with a unified voice	AB	JF	MJ	SJ	BL	KM		
	4.0	4.0	3.0	3.0	4.0	4.0		
Total	22.0							
Average	3.7							

BOARD GOVERNANCE & POLICY COMMENTS

AB - We are always respectful of the process and each other. No matter personal feelings, we support each other in the community and show a united front.
 JF - I think this is certainly an area where we could soon exceed expectations. The temperament of and collaboration on the Board is exemplary. I am encouraged by involvement of NYSSBA in our retreat to help us better understand the governance aspects of the Board.
 MJ - We can always use reminders on Sunshine rules. Under normal circumstances we would have had a board retreat last year twice. But things are anything but normal. Back on track for this year.
 KM - Obviously we struggles with this this year. I think we developed some sound strategies toward moving through our misunderstandings, and despite having to do so somewhat frequently, we did so with grace. We have an extraordinarily young board operating under immense pressure and I'm proud of what we accomplished. Moving forward I would like to see us continually opting for transparency and honesty which served us well this year. Equally, I think that spending time to clarify the roles and responsibilities of the board and superintendent together is a helpful practice and one that also allows us to navigate difficult circumstances with flexibility.
 SJ - The policy update process works very well. The last 18+ months under Covid have made all our work harder.
 BL - We did not have a complete new member orientation. We had some minor board tension during the year.

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<i>Fiscal Resources, Staff Recruitment & Environment</i>											
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	JF	MJ	SJ	BL	KM					
	4.0	3.0	3	3	3	3.0					
Total	19.0										
Average	3.2										
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	JF	MJ	SJ	BL	KM					
	3.0	3.0	4.0	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	JF	MJ	SJ	BL	KM					
	4.0	4.0	4.0	3.0	3.0	4.0					
Total	22.0										
Average	3.7										
D. The Board ensures that the audit committee functions in accordance with NYS regulatory requirements, reviews internal and external audit findings & responds accordingly	AB	JF	MJ	SJ	BL	KM					
	4.0	3.0	3.0	3.0	4.0	3.0					
Total	20.0										
Average	3.3										
E. The Board supports the recruitment of highly effective teachers, administrators, and staff and provides professional development and support to meet APPR requirements	AB	JF	MJ	SJ	BL	KM					
	4.0	4.0	4.0	3.0	4.0	4.0					
Total	23.0										
Average	3.8										
Fiscal Resources, Staff Recruitment & Environment - Comments											
AB - I am not sure how we invite community input for financial needs. I do however believe we are fiscally very responsible, especially during Covid with the hiring of staff, purchasing of supplies, and allocation of the government funds.											
JF - I continue to be impressed with the District's financial standing and planning. I also believe our culture, when coupled with a generous pay and benefit package, serves well the effort to attract top teachers. Last, I believe the District's efforts in addressing COVID with community involvement were, and continue to be, exemplary.											
MJ - I feel health and safety really was in the forefron. Our staff was laser focused on how to keep kids & staff safe. Kudos to JoAnn for the hiring of 100 staff members for the 21-22 school year. We continue to recruit fro those elusive service people.											
KM - I think our finance team really went above and beyond this year, both in preparing for extraordinarily difficult financial situations, and also circumventing them.											
SJ - I am very happy with our budgeting process. Even the part where we are above allotted numbers for a fund balance are well thought out and handled.											

Board of Education Self-Assessment

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Ethical Leadership													
A. Board members actively promote the belief in the success of all students in the district	AB	JF	MJ	SJ	BL	KM							
	4.0	4.0	4.0	3.0	4.0	4.0							
Total	23.0												
Average	3.8												
B. Board members act as conscientious role models and exhibit professionalism	AB	JF	MJ	SJ	BL	KM							
	4.0	4.0	4.0	3.0	4.0	4.0							
Total	23.0												
Average	3.8												
C. Board members exercise their authority only as a board or the whole & recognize that no individual board member has authority to take action on behalf of the Board	AB	JF	MJ	SJ	BL	KM							
	4.0	4.0	4.0	3.0	3.0	2.0							
Total	20.0												
Average	3.3												
D. Board members avoid conflicts of interest and appropriately disclose if one arises	AB	JF	MJ	SJ	BL	KM							
	4.0	3.0	4.0	4.0	4.0	3.0							
Total	22.0												
Average	3.7												
E. The Board has adopted and annually reaffirms its code of ethics	AB	JF	MJ	SJ	BL	KM							
	4.0	3.0		3.0	2.0	3.0							
Total	15.0												
Average	3.0												
ETHICAL LEADERSHIP - COMMENTS													
JF - At the risk of being self-congratulatory, I believe the culture of the Board is outstanding. All have different perspectives that we represent effectively, cordially, and professionally. We have weathered a significant storm, and it has given us a strong foundation to make gains on our goals.													
KM - There were occasionally times where decisions were made that were assumed to be unilateral without running it by the whole board, usually regarding communications or verbal approvals. I'd like to have greater access to the BOE email address, for example. I think most of the time, if there were concerns about these things, we typically were able to have a discussion about them and change our practice. I'd like to continue that moving forward.													
BL - Do we need to read and reaffirm the code of ethics each year?													

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