

Performed on 9/17/24, 9:45 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

our strategic plan helps us to keep laser focused on our goals would appreciate continuing to see data on how our students are doing

Mrs. Marianne Jasen, Board Member - 9/12/2024, 6:48:32 PM

- Mrs. Marianne Jasen

See Notes on each individual section

Mr. Scott M Johnson, Board Member - 9/9/2024, 4:01:13 PM

- Mr. Scott M Johnson

As a board, we do well and show effective vision, leadership, and accountability. Some things we may want to consider: (1) The superintendent drafts goals each year, but we may want to brainstorm initially before he starts the draft. (2) I believe we can better monitor the progress toward our goals - it might be helpful to have a scorecard that denotes the key performance indicators toward those goals. For instance, if student achievement directly correlates to absenteeism, having absenteeism as part of a group of critical metrics, we get each quarter would be helpful (if we could focus on improving a few key metrics, what would they be?). Overall, however, I believe we are effective in Vision, Leadership & Accountability.

- Mr. Brian Laible

Mrs. Amy Battaglia, Board President - 9/9/2024, 6:11:10 PM

- Mrs. Amy Battaglia

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 believe that the implementation of the strategic plan and the new curriculums at Elementary and Middle School levels will help us further advance our student achievement and effective instruction

Mr. Peter Bellanti, Board Member - 9/16/2024, 9:53:44 PM

- Mr. Peter Bellanti

we should continue to reach out to community members this is a goal that we will be forever chasing

Mrs. Marianne Jasen, Board Member - 9/12/2024, 7:38:31 PM

- Mrs. Marianne Jasen

Just like in previous years, I believe that the board and admin have good communications and relations. Last year's goals went well. I'm happy with how things are getting done and moving forward. As I have mentioned in the past, I would still like to see more presentations over the course of the year to show the progress towards goals. This way, we can discuss necessary changes, or celebrate victories along the way

Mr. Scott M Johnson, Board Member - 9/9/2024, 4:00:18 PM

- Mr. Scott M Johnson

See the overall reflections on Vision, Leadership & Accountability.

- Mr. Brian Laible

Mrs. Amy Battaglia, Board President - 9/9/2024, 6:11:20 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

I believe that our annual goals are aligned with the new strategic plan, the superintendent's action plan and the vision of the district.

Mr. Peter Bellanti, Board Member - 9/16/2024, 9:54:57 PM

- *Mr. Peter Bellanti*

we should never stop trying to communicate our goals to the community

Mrs. Marianne Jasen, Board Member - 9/12/2024, 6:49:21 PM

- *Mrs. Marianne Jasen*

I believe we continue to do a good job of correlating board and district goals and making that information available to staff and stakeholders

Mr. Scott M Johnson, Board Member - 9/9/2024, 4:02:28 PM

- *Mr. Scott M Johnson*

See the overall reflections on Vision, Leadership & Accountability.

- *Mr. Brian Laible*

Mrs. Amy Battaglia, Board President - 9/9/2024, 6:11:29 PM

- *Mrs. Amy Battaglia*

1.C

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

Effective

Reflections and Comments

In my three years on the BOE we have increased the number of times that we have revisited the goals each year. I believe that we can still do better and monitor them on a more regular basis.

Mr. Peter Bellanti, Board Member - 9/16/2024, 9:56:37 PM

- *Mr. Peter Bellanti*

we do get updates on how effective our instruction is but would like to see more data early on in the year to get an idea from staff where our students need help

Mrs. Marianne Jasen, Board Member - 9/12/2024, 6:52:17 PM

- *Mrs. Marianne Jasen*

This has long been a concern of mine. I really believe that we need to at least take a look at progress a few times a year

Mr. Scott M Johnson, Board Member - 9/9/2024, 4:27:08 PM

- *Mr. Scott M Johnson*

See the overall reflections on Vision, Leadership & Accountability.

- *Mr. Brian Laible*

Mrs. Amy Battaglia, Board President - 9/9/2024, 6:11:36 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 BOE holds healthy discussions with the Superintendent about our expectations, his performance and the progress of his goals.

Mr. Peter Bellanti, Board Member - 9/16/2024, 9:57:56 PM

- *Mr. Peter Bellanti*

we do yearly evaluations for Mike We should probably do a better job of having a mid year evaluation so he knows how we feel mid year so that if any corrections need to be made he still has the opportunity to do so

Mrs. Marianne Jasen, Board Member - 9/12/2024, 6:54:49 PM

- *Mrs. Marianne Jasen*

The board has taken this role very seriously in all of my time on the board. As I mentioned last year, moving to SuperEval has definitely made it easier. I very much value the conversations we have as part of the final portion of the evaluation. It gives everyone a chance to really speak their minds, and helps us build better relationships

Mr. Scott M Johnson, Board Member - 9/9/2024, 4:30:31 PM

- Mr. Scott M Johnson

See the overall reflections on Vision, Leadership & Accountability.

- Mr. Brian Laible

Mrs. Amy Battaglia, Board President - 9/9/2024, 6:11:47 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 self-evaluate ourselves every year and consistently monitor our progress and performance. We are invited and participate in professional development offered by the district and take part in a Board professional development retreat every year.

Mr. Peter Bellanti, Board Member - 9/16/2024, 10:00:21 PM

- Mr. Peter Bellanti

I feel we do an honest open evaluation of ourselves each year

Mrs. Marianne Jasen, Board Member - 9/12/2024, 6:55:35 PM

- Mrs. Marianne Jasen

Echoing last year: "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."

I very much appreciated the update for Leader In Me this summer

Mr. Scott M Johnson, Board Member - 9/9/2024, 4:32:30 PM

- Mr. Scott M Johnson

See the overall reflections on Vision, Leadership & Accountability.

- Mr. Brian Laible

Mrs. Amy Battaglia, Board President - 9/9/2024, 6:11:53 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

As new board member are elected it will be important to clearly communicate what our roles are and what they are not

Mrs. Marianne Jasen, Board Member - 9/12/2024, 7:06:28 PM

Mrs. Marianne Jasen, Board Member - 9/12/2024, 7:39:55 PM

- Mrs. Marianne Jasen

See individual items

Mr. Scott M Johnson, Board Member - 9/9/2024, 8:11:11 PM

- Mr. Scott M Johnson

I believe our Board Governance and policy are effective, and I have no areas of significant concern at this point.

- Mr. Brian Laible

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

We are in the process of scheduling this years retreat. Last school year we worked with Dr. Teresa Lawrence on team building and responsibilities.

Mr. Peter Bellanti, Board Member - 9/16/2024, 10:02:05 PM
- *Mr. Peter Bellanti*

we could have a better procedure for orienting new board members

Mrs. Marianne Jasen, Board Member - 9/12/2024, 7:40:51 PM
- *Mrs. Marianne Jasen*

We have a retreat where we visit schools and spend some time together on current issues. I think we could spend more time getting to know each other better and talking about our wishes and dreams for Sweet Home

Mr. Scott M Johnson, Board Member - 9/9/2024, 8:22:43 PM
- *Mr. Scott M Johnson*

See the overall reflection on Board Governance & Policy.
- *Mr. Brian Laible*

Mrs. Amy Battaglia, Board President - 9/9/2024, 6:12:23 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.

Highly Effective

Reflections and Comments

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

Mr. Peter Bellanti, Board Member - 9/16/2024, 10:02:59 PM
- *Mr. Peter Bellanti*

we have a process for reviewing policies thanks to those who serve on the committee

Mrs. Marianne Jasen, Board Member - 9/12/2024, 7:02:30 PM
- *Mrs. Marianne Jasen*

Having a smaller committee to review and recommend to the full board has allowed us to stay up to date on our policies

Mr. Scott M Johnson, Board Member - 9/9/2024, 8:25:25 PM
- *Mr. Scott M Johnson*

See the overall reflection on Board Governance & Policy.
- *Mr. Brian Laible*

Mrs. Amy Battaglia, Board President - 9/9/2024, 6:12:32 PM
- *Mrs. Amy Battaglia*

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

Effective

Reflections and Comments

Mr. Peter Bellanti, Board Member - 9/16/2024, 10:03:12 PM
- *Mr. Peter Bellanti*

I feel we are an effective and highly functioning board While we may not always agree with each other we are respectful of each other

Mrs. Marianne Jasen, Board Member - 9/12/2024, 7:04:02 PM
- *Mrs. Marianne Jasen*

The board has long done this very well. It is something we have to be careful to continue doing.

Mr. Scott M Johnson, Board Member - 9/9/2024, 8:28:36 PM
- *Mr. Scott M Johnson*

See the overall reflection on Board Governance & Policy.
- *Mr. Brian Laible*

Mrs. Amy Battaglia, Board President - 9/9/2024, 6:12:43 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.

Effective

Reflections and Comments

Mr. Peter Bellanti, Board Member - 9/16/2024, 10:03:29 PM
- *Mr. Peter Bellanti*

we do our best to adhere to the sunshine rules
Mrs. Marianne Jasen, Board Member - 9/12/2024, 7:04:35 PM
- *Mrs. Marianne Jasen*

The board members do a good job of staying in our own lanes. We let parents know about the chain of command, while also keeping the superintendent up to date when issues arise to us, rather than the proper channels

Mr. Scott M Johnson, Board Member - 9/9/2024, 8:30:41 PM
- *Mr. Scott M Johnson*

See the overall reflection on Board Governance & Policy.
- *Mr. Brian Laible*

Mrs. Amy Battaglia, Board President - 9/9/2024, 6:12:56 PM
- *Mrs. Amy Battaglia*

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

Highly Effective

Reflections and Comments

Mr. Peter Bellanti, Board Member - 9/16/2024, 10:03:50 PM
- *Mr. Peter Bellanti*

we do support each other and show unity when a decision is made
Mrs. Marianne Jasen, Board Member - 9/12/2024, 7:05:18 PM
- *Mrs. Marianne Jasen*

This has always been a strength of our board. We will have spirited discussions on occasion, but in the end, everyone supports the final decision

Mr. Scott M Johnson, Board Member - 9/9/2024, 8:32:44 PM
- *Mr. Scott M Johnson*

See the overall reflection on Board Governance & Policy.
- *Mr. Brian Laible*

Mrs. Amy Battaglia, Board President - 9/9/2024, 6:13:05 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

See individual items

Mr. Scott M Johnson, Board Member - 9/9/2024, 8:36:43 PM
- *Mr. Scott M Johnson*

We have a strong relationship with the superintendent, being cooperative and respectful. We have improved communication with the public, especially with the hiring of a communications director and her work on social media, the Sweet Home Source, and other public relations. I see us as effective in this area.

- *Mr. Brian Laible*

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

Th communication between the BOE and the Superintendent's office is very good and respectful. The Superintendent's office is always available to questions brought up by the BOE.

Mr. Peter Bellanti, Board Member - 9/16/2024, 10:05:40 PM
- *Mr. Peter Bellanti*

we can always do better communicating to the public in looking back on my years on the board we have come a long way would like to continue to reach out to UB and our different businesses

Mrs. Marianne Jasen, Board Member - 9/12/2024, 7:09:06 PM
- *Mrs. Marianne Jasen*

The ongoing text messages between the board and the admin team help us immensely in staying up to date on issues

Mr. Scott M Johnson, Board Member - 9/9/2024, 8:38:12 PM
- *Mr. Scott M Johnson*

See the overall reflection on Communication & Community Relations.

- *Mr. Brian Laible*

Mrs. Amy Battaglia, Board President - 9/9/2024, 6:13:47 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.

Effective

Reflections and Comments

Mr. Peter Bellanti, Board Member - 9/16/2024, 10:06:05 PM
- *Mr. Peter Bellanti*

again we should continue to attempt to reach out to community members website looks great and the new branding of swethome is a great addition

Mrs. Marianne Jasen, Board Member - 9/12/2024, 7:10:28 PM
- *Mrs. Marianne Jasen*

This is always a challenging area. Our board does a good job pointing parents and community members in the right direction and following the chain of command. At the same time, they try to keep tabs on any issue to make sure it gets solved

Mr. Scott M Johnson, Board Member - 9/9/2024, 8:41:29 PM
- *Mr. Scott M Johnson*

See the overall reflection on Communication & Community Relations.

- *Mr. Brian Laible*

Mrs. Amy Battaglia, Board President - 9/9/2024, 6:14:00 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.

Effective

Reflections and Comments

Mr. Peter Bellanti, Board Member - 9/16/2024, 10:06:21 PM
- *Mr. Peter Bellanti*

would like to continue our tradition of visiting the schools for a monthly board meeting

Mrs. Marianne Jasen, Board Member - 9/12/2024, 7:11:25 PM
- *Mrs. Marianne Jasen*

I'm happy to see the expansion of the tools we use to get community feedback. The next step needs to be on how to increase the quality of the feedback. We got a tremendous response when we asked for suggestions for the next building project. Unfortunately, a significant portion of the responses did not provide useful information.

Mr. Scott M Johnson, Board Member - 9/9/2024, 8:44:38 PM

- *Mr. Scott M Johnson*

See the overall reflection on Communication & Community Relations.

- *Mr. Brian Laible*

Mrs. Amy Battaglia, Board President - 9/9/2024, 6:14:11 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

Mr. Peter Bellanti, Board Member - 9/16/2024, 10:06:35 PM

- *Mr. Peter Bellanti*

when making decions i feel we do our best to stay student focused and continue our mantra of doing whats best for our kids

Mrs. Marianne Jasen, Board Member - 9/12/2024, 7:12:42 PM

- *Mrs. Marianne Jasen*

We do a fair job in this area, but there is definitely room for growth. The switch from a news letter to a magazine was a good start. The updated web site is also a good next step. We need to work harder at celebrating our successes, especially in the areas most people don't know about. The upcoming ENL Graduation is a perfect example

Mr. Scott M Johnson, Board Member - 9/9/2024, 8:47:38 PM

- *Mr. Scott M Johnson*

See the overall reflection on Communication & Community Relations.

- *Mr. Brian Laible*

Mrs. Amy Battaglia, Board President - 9/9/2024, 6:14:27 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

Mr. Johnson does a wonderful job advocating for the district through the ECASB Legislative team and the District Office is in constant contact with local leaders and county and state legislators. This contact has lead to a STEM grant from the Erie County Legislature. 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 - 9/16/2024, 10:09:00 PM

- *Mr. Peter Bellanti*

thank you scott for continuing to advocate with our local leaders for the interests of our sweet home community

Mrs. Marianne Jasen, Board Member - 9/12/2024, 7:13:44 PM

- *Mrs. Marianne Jasen*

Meetings with the representatives take place at least a few times a year. We need to step this up so that they regularly think of us first whenever an education issue arises. Visits to the schools for special programs and other opportunities for them to see how great things are

Mr. Scott M Johnson, Board Member - 9/9/2024, 8:50:23 PM

- *Mr. Scott M Johnson*

See the overall reflection on Communication & Community Relations.

- *Mr. Brian Laible*

Mrs. Amy Battaglia, Board President - 9/9/2024, 6:14:36 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

we do our best to balance the needs of the district with the needs of our community we realize we need to be good stewards of the money the community entrusts to us

Mrs. Marianne Jasen, Board Member - 9/12/2024, 7:15:50 PM

Mrs. Marianne Jasen, Board Member - 9/12/2024, 7:29:04 PM

- Mrs. Marianne Jasen

See individual items

Mr. Scott M Johnson, Board Member - 9/9/2024, 8:53:18 PM

- Mr. Scott M Johnson

I believe we are mostly "Highly Effective" in this area, especially with fiscal resources. We have balanced the needs of the district with the tax burden, inflation, etc. on the public by not going to the tax cap. Yet we still maintain healthy balances in reserve accounts. Teachers and staff are well compensated and we have worked to improve compensation for newer teachers. I think we are doing a good job here.

- Mr. Brian Laible

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.

Highly Effective

Reflections and Comments

In my years as a BOE member we have kept our annual budget below the tax cap and even implemented a tax neutral budget for the 2023-2024 school year.

Mr. Peter Bellanti, Board Member - 9/16/2024, 10:10:42 PM

- Mr. Peter Bellanti

Don and his office staff do a great job with presenting the budget to the board and always answers questions and concerns again we realize the needs of the community and use every dollar to support our kids and staff Don has mastered the art of getting grants and putting sweet home in the running to obtain funding dollars for our projects i.e... electric buses

Mrs. Marianne Jasen, Board Member - 9/12/2024, 7:19:45 PM

Mrs. Marianne Jasen, Board Member - 9/12/2024, 7:20:09 PM

Mrs. Marianne Jasen, Board Member - 9/12/2024, 7:42:14 PM

- Mrs. Marianne Jasen

We get an outstanding start every year with the budget proposal crafted by our Business Official and Superintendent. Going from there, the board stresses their priorities and works to reach a final proposal for the voters that is both fiscally responsible and still meets our needs. With a tax levy increase this year of half the maximum and a zero increase last year, we are in great shape

Mr. Scott M Johnson, Board Member - 9/9/2024, 8:56:36 PM

- Mr. Scott M Johnson

See overall reflection for Fiscal Resources, Staff Recruitment & Environment.

- Mr. Brian Laible

Mrs. Amy Battaglia, Board President - 9/9/2024, 6:15:10 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.

Highly Effective

Reflections and Comments

Every year we conduct numerous public budget meetings in the spring. We often talk about the process during our open BOE meetings. We have also been at the forefront of securing grants and aide for electrification of our buses.

Mr. Peter Bellanti, Board Member - 9/16/2024, 10:12:45 PM

- Mr. Peter Bellanti

wish we would get better attendance at our budget sessions. so much work goes into creating a yearly budget it would be nice to present to a larger audience

Mrs. Marianne Jasen, Board Member - 9/12/2024, 7:22:12 PM

Mrs. Marianne Jasen, Board Member - 9/12/2024, 7:42:25 PM

- Mrs. Marianne Jasen

We are doing everything we are required to do while preparing the budgets. Unfortunately, in general the public doesn't pay attention until voting time. I wish we could find a way to get more people at our meetings

Mr. Scott M Johnson, Board Member - 9/9/2024, 8:58:29 PM

- Mr. Scott M Johnson

See overall reflection for Fiscal Resources, Staff Recruitment & Environment.

- Mr. Brian Laible

Mrs. Amy Battaglia, Board President - 9/9/2024, 6:15:17 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

Mr. Peter Bellanti, Board Member - 9/16/2024, 10:12:59 PM

- Mr. Peter Bellanti

the health and safety of our students and staff is a number one priority great job with the situation at willowridge

Mrs. Marianne Jasen, Board Member - 9/12/2024, 7:25:09 PM

- Mrs. Marianne Jasen

Echoing last year: "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 - 9/9/2024, 8:59:58 PM

- Mr. Scott M Johnson

See overall reflection for Fiscal Resources, Staff Recruitment & Environment.

- Mr. Brian Laible

Mrs. Amy Battaglia, Board President - 9/9/2024, 6:15:27 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

Mr. Peter Bellanti, Board Member - 9/16/2024, 10:13:12 PM

- Mr. Peter Bellanti

we certainly adhere to all nys regulatory requirements we have had an exhaustive number of audits in the past year and have come through them with great reviews doubt any other district could be under so much scrutiny and come out with such positive reviews

Mrs. Marianne Jasen, Board Member - 9/12/2024, 7:28:43 PM
Mrs. Marianne Jasen, Board Member - 9/12/2024, 7:29:38 PM
Mrs. Marianne Jasen, Board Member - 9/12/2024, 7:29:40 PM
Mrs. Marianne Jasen, Board Member - 9/12/2024, 7:41:37 PM
Mrs. Marianne Jasen, Board Member - 9/12/2024, 7:42:48 PM
- Mrs. Marianne Jasen

Our audit committee includes two board members and two community members. They meet with the auditors a few times a year. At those meetings they review current audits and determine what areas will be audited in the future. Since the district has had more than 20 clean audits in the last handful of years, things must be going right in many places

Mr. Scott M Johnson, Board Member - 9/9/2024, 9:02:06 PM
- Mr. Scott M Johnson

See overall reflection for Fiscal Resources, Staff Recruitment & Environment.
- Mr. Brian Laible

Mrs. Amy Battaglia, Board President - 9/9/2024, 6:15:36 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.

Highly Effective

Reflections and Comments

Over the past few year we have hired many highly effective teachers, administrators, and staff. I believe we provide professional development to support APPR needs of our teachers and listen to them about their needs.

Mr. Peter Bellanti, Board Member - 9/16/2024, 10:15:30 PM
- Mr. Peter Bellanti

would like more info maybe through our weekly updates what each schools is focusing on in regards to professional development can honestly say i am not sure what pd is prioritized this school year

Mrs. Marianne Jasen, Board Member - 9/12/2024, 7:44:42 PM
- Mrs. Marianne Jasen

The board has long worked to make sure that everyone has the necessary professional development, including the board. With the upcoming changes to the APPR, I'm looking forward to an even better process which is more focused on development

Mr. Scott M Johnson, Board Member - 9/9/2024, 9:04:05 PM
- Mr. Scott M Johnson

See overall reflection for Fiscal Resources, Staff Recruitment & Environment.
- Mr. Brian Laible

Mrs. Amy Battaglia, Board President - 9/9/2024, 6:15:48 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

in every decision we make we look through the lens of what is best for kids if we adhere to this in our decision making we cannot go wrong there is not a single child that we do not consider important to our sweethome community

Mrs. Marianne Jasen, Board Member - 9/12/2024, 7:32:05 PM
- Mrs. Marianne Jasen

See individual comments
- Mr. Scott M Johnson

I feel the board has always acted ethically, always putting the interests of the students and community first and disclosing any conflicts of interest.
- Mr. Brian Laible

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

Highly Effective

Reflections and Comments

Mr. Peter Bellanti, Board Member - 9/16/2024, 10:15:52 PM
- *Mr. Peter Bellanti*

this is important to each and every board member and we do our best to promote the fact that each child has a safe space in the sweethome community

Mrs. Marianne Jasen, Board Member - 9/12/2024, 7:33:54 PM
- *Mrs. Marianne Jasen*

I strongly believe that every board member views each student like their own child and wants them all to succeed. We want to make sure that the district is doing everything possible to make that happen

Mr. Scott M Johnson, Board Member - 9/9/2024, 9:10:02 PM
- *Mr. Scott M Johnson*

See overall comment on Ethical Leadership.
- *Mr. Brian Laible*

Mrs. Amy Battaglia, Board President - 9/9/2024, 6:16:21 PM
- *Mrs. Amy Battaglia*

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

Effective

Reflections and Comments

Mr. Peter Bellanti, Board Member - 9/16/2024, 10:16:05 PM
- *Mr. Peter Bellanti*

I have the utmost respect for each and every board member
Mrs. Marianne Jasen, Board Member - 9/12/2024, 7:34:26 PM
Mrs. Marianne Jasen, Board Member - 9/12/2024, 7:34:28 PM
- *Mrs. Marianne Jasen*

This should be automatic among board members, and it is. Not just at meetings, but anywhere we are in the district and beyond. Many community members recognize us and hold us to a bit higher standard

Mr. Scott M Johnson, Board Member - 9/9/2024, 9:11:45 PM
- *Mr. Scott M Johnson*

See overall comment on Ethical Leadership.
- *Mr. Brian Laible*

Mrs. Amy Battaglia, Board President - 9/9/2024, 6:16:31 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

Mr. Peter Bellanti, Board Member - 9/16/2024, 10:16:24 PM
- *Mr. Peter Bellanti*

we all realize that we act as a single unit and that each board member voice is important
Mrs. Marianne Jasen, Board Member - 9/12/2024, 7:35:27 PM
- *Mrs. Marianne Jasen*

I'm not sure there is a way for this to become Highly Effective. Our board does not try to make changes as individuals, and we do understand that the authority rests only with the board, not the individual board members

Mr. Scott M Johnson, Board Member - 9/9/2024, 9:13:37 PM
- *Mr. Scott M Johnson*

See overall comment on Ethical Leadership.
- *Mr. Brian Laible*

Mrs. Amy Battaglia, Board President - 9/9/2024, 6:16:47 PM
- *Mrs. Amy Battaglia*

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

Effective

Reflections and Comments

Mr. Peter Bellanti, Board Member - 9/16/2024, 10:16:40 PM
 - *Mr. Peter Bellanti*

we know the rules and will ask appropriate people if we are unsure if a conflict of interest exists

Mrs. Marianne Jasen, Board Member - 9/12/2024, 7:36:14 PM
 - *Mrs. Marianne Jasen*

Echoing last year: "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 - 9/9/2024, 9:14:16 PM
 - *Mr. Scott M Johnson*

See overall comment on Ethical Leadership.
 - *Mr. Brian Laible*

Mrs. Amy Battaglia, Board President - 9/9/2024, 6:16:56 PM
 - *Mrs. Amy Battaglia*

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

Effective

Reflections and Comments

Mr. Peter Bellanti, Board Member - 9/16/2024, 10:16:52 PM
 - *Mr. Peter Bellanti*

not sure i can honestly say i know what our code of ethics is obviously needs some work

Mrs. Marianne Jasen, Board Member - 9/12/2024, 7:37:05 PM
 - *Mrs. Marianne Jasen*

We follow the same code of ethics as everyone else. It is reviewed near the end of the school year, and reaffirmed at the reorganization meeting in July

Mr. Scott M Johnson, Board Member - 9/9/2024, 9:15:30 PM
 - *Mr. Scott M Johnson*

See overall comment on Ethical Leadership.
 - *Mr. Brian Laible*

Mrs. Amy Battaglia, Board President - 9/9/2024, 6:17:04 PM
 - *Mrs. Amy Battaglia*

Overall Evaluation

Standard 1 Vision, Leadership & Accountability	Ineffective	Developing	Effective	Highly Effective
Standard 2 Board Governance & Policy	Ineffective	Developing	Effective	Highly Effective
Standard 3 Communication & Community Relations	Ineffective	Developing	Effective	Highly Effective
Standard 4 Fiscal Resources, Staff Recruitment & Environment	Ineffective	Developing	Effective	Highly Effective
Standard 5 Ethical Leadership	Ineffective	Developing	Effective	Highly Effective

Overall Rating	Ineffective	Developing	Effective	Highly Effective
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Comments by the Individual Board Members (Private)

overall i feel we are an effectively functioning board there is always room for improvement
Mrs. Marianne Jasen, Board Member - 9/12/2024, 7:45:54 PM
- Mrs. Marianne Jasen

I need to remind myself that we can all add items throughout the year to provide more evidence for our ratings. This way we don't have to try to remember everything many months later
Mr. Scott M Johnson, Board Member - 9/9/2024, 9:16:48 PM
- Mr. Scott M Johnson

I think we are doing a very good job as a board of education. I know we always put the interests of our community, students, and staff first in our decision-making. While the public does not always see this, I believe we consider various perspectives and make policy decisions based on a full understanding of the pros/cons of each particular situation. We come to conclusions based on balancing resources, various stakeholders, and doing the right thing for our students.
- Mr. Brian Laible

 **Shared Documents**

A shared space available to share documents such as a mid-year review. Access to this space will always be available, even if access to your evaluation is restricted. Documents uploaded here are accessible by anyone that participates in the evaluation process.