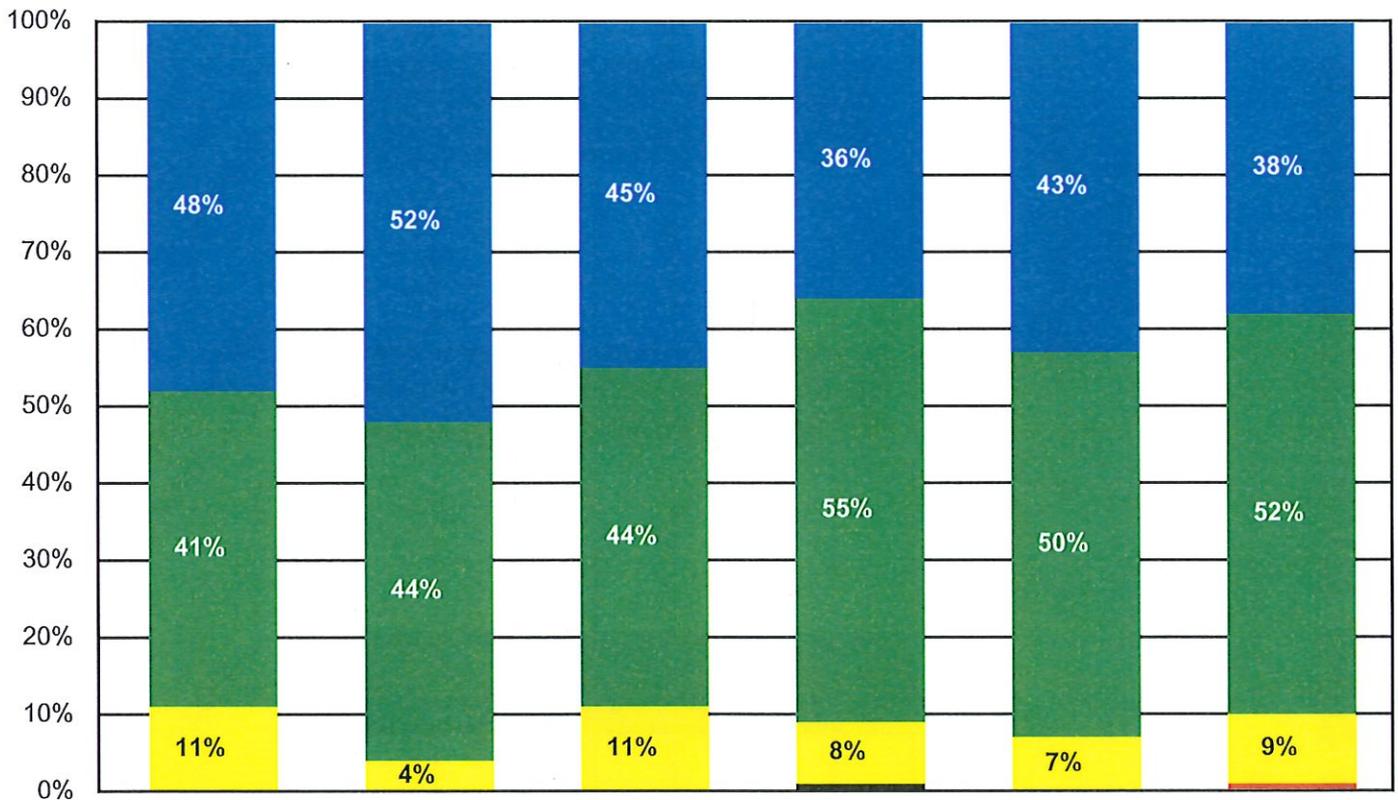
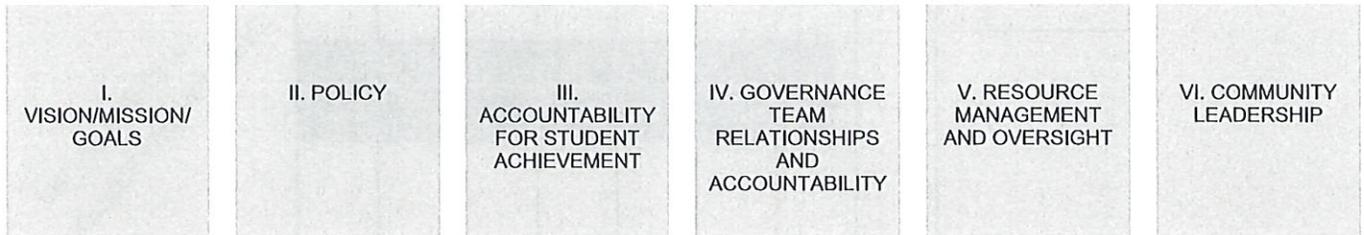


Board Self Evaluation 2025

Southampton Twp Bd of Ed

Chart I

Summary of Evaluation Responses

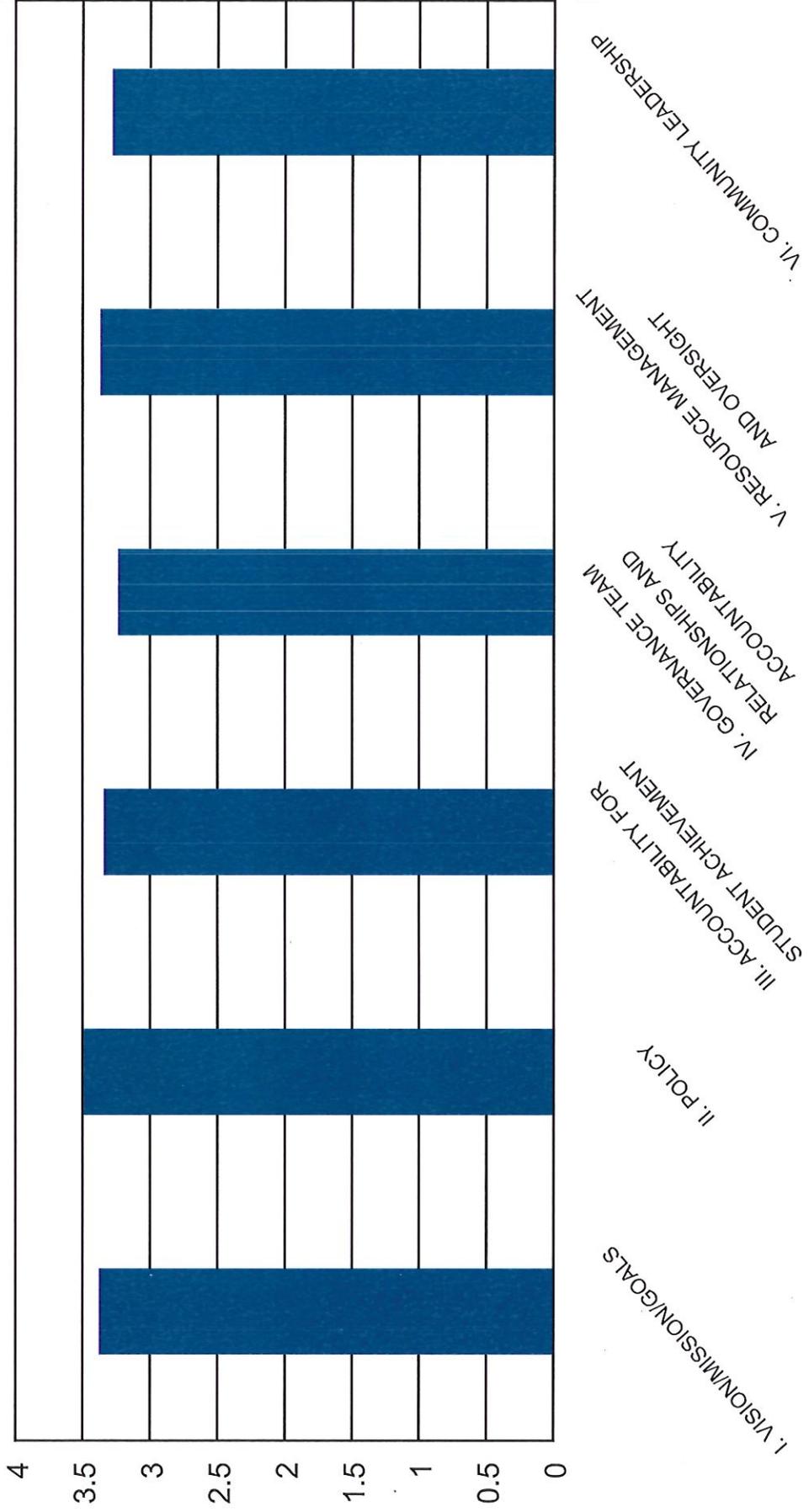


- Exemplary
- Proficient
- Area for Growth
- Unsatisfactory
- Not Observed

Board Self Evaluation 2025

Southampton Twp Bd of Ed

Chart II
Current Year





NEW JERSEY SCHOOL BOARDS ASSOCIATION

Board Self Evaluation 2025

Southampton Twp Bd of Ed

I. VISION/MISSION/GOALS						
Our Board is committed to a shared vision of our district's future, its mission, and goals to move our district forward that are focused on student achievement, guide district strategies, and reflect community values.						
Our board:	Exemplary 4	Proficient 3	Area for Growth 2	Unsatis- factory 1	Not Observed	Average
a) Revisits, reaffirms, or revises our vision, mission, and goals regularly to ensure our constancy of purpose.	3	6	0	0	0	3.33
b) Considers our vision, mission, and goals as the guiding force for district operations and the Board's planning, oversight, and policy decisions.	6	3	0	0	0	3.67
c) Demonstrates through our vision, mission, and goals our focus on student achievement.	6	3	0	0	0	3.67
d) Uses relevant data to engage in continuous district improvement by the annual setting of district goals through collaboration with the superintendent that establishes priorities aligned with the vision and mission.	4	3	2	0	0	3.22
e) Ensures the superintendent develops measurable plans to achieve district goals and engages in regular discussions about the progress.	5	4	0	0	0	3.56
f) Ensures the vision, mission, and goals are clearly articulated to all district stakeholders and progress updates are communicated.	2	3	4	0	0	2.78

Average: 3.37

Our team's greatest strength in this area:

- * Our board team is relatively new but we are working on goal setting and adhering to the goals.
- * working towards student success and providing support to advance these goals

- * The board has far exceeded previous years in keeping our goals, student achievement in particular, front and center.
- * Working together with shared values and goals.
- * Our mission this year is to improve student achievement and make Southampton Schools the best learning environment as possible. That can be seen through changes and reassignments in staff, new administration, top down approach to academic improvements and the passing of the referendum.
- * All board members take their responsibilities seriously with the interest of the children foremost, even with differing viewpoints.
- * The Board's vision and mission are noted on every board agenda. The President reads them at every board meeting to draw attention to them and to remind us of our WHY. We did a Strategic Plan within the last three (3) years to enhance the vision and mission statements. We develop board goals every year that are closely aligned with district goals. The board develops action plans and monitors them to demonstrate how we intend to achieve our annual goals. Board goals are posted on the district website and in BoardDocs.
- * Our greatest strengths is having a two way dialog with our Superintendent. Giving ideas and feedback but without overstepping boundaries into the day to day functions. Having this relationship is something that many districts struggle to do and it tends to create havoc in the community which is not conducive to learning.
- * Communication with superintendent

Our team's greatest challenge/opportunity in this area:

- * one of the challenges to articulating to all stakeholders is the lack of livestreaming as well as our current social media. These are both areas that we are improving on.
- * To enhance communication of the board's goals with district stakeholders, we should note the goals on our board agendas. This had been the practice for many years. We should also provide periodic updates to stakeholders about the progress being made toward achieving our vision and mission statements.
- * We must be better at communicating our efforts with the community at large, parents in particular. Many do not know what the board does and have little idea as to the current data regarding our students achievements. By engaging and communicating with them more effectively we can meet our mission with greater support.
- * Our teams greatest challenge is that many are new, with time and experience we will do great things!
- * I have not been on the BOE long enough to comment.
- * Transparency with all board members
- * Challenge: Our greatest challenge will be to keep the public informed of referendum decisions that are best for our children. That will be addressed with the ad hoc committee to communicate with project manager and community.

Opportunity:

We have an opportunity to show good faith to all stakeholders by focusing on student achievement and being able to show the committee the ability of our staff to turn around the downward slide of our student learning. We also have an opportunity to make our school a community hub where we bridge a gap between public perception and the reality of our devotion to the kids of Southampton, the future of our town.

- * To focus on student achievement
- * Since this is such a broad topic, new members must rely on guidance from existing members to help establish goals that can show measurable results.

II. POLICY						
Our Board governs through policies that reflect local values/principles and guides the direction and priorities of the district.						
Our board:	Exemplary	Proficient	Area for Growth	Unsatisfactory	Not Observed	Average
	4	3	2	1		
a) Operates as a policy-making body through the development of broad policies that give administration sufficient authority and latitude to manage the day-to-day operations of our district.	2	7	0	0	0	3.22
b) Reviews, updates, and adopts policies, procedures, and bylaws annually or as required.	6	3	0	0	0	3.67
c) Provides the opportunity for feedback on new or revised policies prior to final adoption.	5	3	1	0	0	3.44
d) Adopts policies that are clear, workable, and legally based on well-researched practices that emphasize a belief that all students can learn.	6	3	0	0	0	3.67
e) Uses our policies and bylaws as the framework for Board governance and decision-making.	5	4	0	0	0	3.56
f) Encourages the development of regulations to guide policy implementation.	4	4	1	0	0	3.33

Average: 3.48

Our team's greatest strength in this area:

- * Working Sessions has vastly improved this area due to allowing sufficient time and conversation to happen prior to implementing policies. The lice policy is a perfect example of the quality and discussion that went into a policy that will affect so many parents potentially. Having respectful discussions has really come a long way with this BOE.
- * Our BOE does refer back to policy when making decisions. Feedback is genuinely welcomed.
- * We are a diverse body and unlike many other aspects of society currently we have shown that we can work together towards common goals - even when we disagree. This diversity of opinion used to be at the root of the board's biggest problems. Now it is poised to be remembered as one of our greatest strengths.
- * We have used Strauss Esmay for many years as our policy and regulation consultant. The Board provides two (2) readings for new and/or modified policies to allow adequate feedback before adoption and/or revision. The Board annually adopts its Policy Manual and Bylaws at our January meeting.
- * reviewing policies and up-dating to meet the standards needed for student improvement
- * Open and productive debate regarding controversial topics. While viewpoints differ, it is evident that all members have the best interests of the children in mind.
- * We work together as a team on policies and updates.

* Public involvement

* By making our Board a committee of the whole, it gives every board member the opportunity to be informed and involved in every decision rather than just members of the Curriculum and Policy Committee. The board is committed to common sense decisions that reflect the wants and needs of our students, their families and our community. The work sessions for the Committee of the Whole allow the public to be privy to the discussions and thought process behind every decision. The public comment segment of the work sessions allow the public to comment on concerns they may have. This has given way to transparency among the board and the public.

Our team's greatest challenge/opportunity in this area:

* Challenge:

Our challenge continues to be making good policy decisions for our community while battling the state decisions that do not necessarily benefit our school. Advocacy on behalf of our township and school is always a challenge.

Opportunity:

Our greatest opportunity is to be cautious about the money we accept from the state and understand that not all money is "good" for Southampton.

* I feel that one of our greatest challenges is typically with our legal council and being able to not only get sound advice but to use that to have discussions which ultimately leads into voting for policies to be implemented.

* As was done in the past, when time allowed, the Board should periodically evaluate all existing policies to determine if they are up to date, i.e., basic housekeeping. Can go through them as a series (1000s, 2000s, 3000s, etc.) to make the evaluation process manageable.

* Our challenges are keeping up with any changes that need to be made.

* Utilizing all the opportunities that are available to our staff

* There is confusion on the state's mandated vs recommended policies that allows for interpretation. Neither the state nor board should insert itself between parents and children unless there is a clear demonstrable harm.

* While we rigorously review and discuss policies brought to our attention directly we have not created or discussed NEW policies/regulations in recent memory. This is an area to examine closely in the hopes of finding ways to further student achievement.

* I have not been on the BOE long enough to comment.

*

III. ACCOUNTABILITY FOR STUDENT ACHIEVEMENT						
Our Board supports a rigorous and coherent system of curriculum, instruction and assessment and prioritizes continuous growth for each student's academic success and well-being.						
Our board:	Exemplary	Proficient	Area for Growth	Unsatisfactory	Not Observed	Average
a) Models a culture of high expectations and believes that all students can and will learn – no excuses.	4	3	2	0	0	3.22

b) Prioritizes the use of student achievement data to make decisions and establish district priorities.	3	5	1	0	0	3.22
c) Reviews our student data with attention given to subgroup achievement to ensure the success of all students.	3	6	0	0	0	3.33
d) Provides for essential learning tools, including rigorous curriculum and technology.	4	5	0	0	0	3.44
e) Approves curriculum aligned with state standards that clearly defines what students need to know and can do at each grade level.	6	2	1	0	0	3.56
f) Ensures fair and equitable educational opportunities are available to all students.	4	5	0	0	0	3.44
g) Recognizes high levels of staff and student achievement.	5	2	2	0	0	3.33
h) Ensures communication to the public links our decisions to student achievement data.	3	4	2	0	0	3.11

Average: 3.33

Our team's greatest strength in this area:

* Our school is emerging in this goal. Our administration has identified problems in academic achievement through state and in house scores. Changes have been made to address this issues through curriculum, RTI and staff adjustments. As a board, we have provided all resources requested to achieve our goals including but not limited to books, curriculum, teacher training, professional development, teacher incentive and additions to staff. We are optimistic regarding student progress and achievement.

* Recognizing staff and their accomplishments - giving all opportunity for continued education and workshops

* We have been diligent in respinding to requests for resources and support from the administration and our teachers.

* Our team puts student achievement high on our list of priorities. During teacher negotiations we emphized the importance's of student achievement.

* This BOE supports student achievement and makes it a priority.

* We have been keenly aware of curriculum updates that align to the state standards We are diligently working to achieve higher student success.

* Our BOE collectively wants our students to have a high level of learning. We are willing to put in the additional work needed to make sure that whatever needs to be done is done.

* Our Board has always focused on student achievement. Unfortunately, the COVID-19 pandemic wreaked havoc on student performance, not just in Southampton. We and other boards are slowly rebuilding. The Board routinely recognizes staff achievements, whether it be employee recognitions at monthly board meetings or teacher of the year recognitions, etc. Based on recent student performance data, we enhanced our district curriculum. We periodically evaluate student performance, looking at all subgroups, with assistance from our District Curriculum & Instruction

Director. The Board strives to raise the bar each year for student achievement. We have some very talented iSTEAM teachers in our district who inspire our students to succeed!

* There are clear metrics presented by the administration at board meetings, and the board asks appropriate questions and provides the approvals requested by the administration to improve student outcomes.

Our team's greatest challenge/opportunity in this area:

*** Challenge:**

We believe that our greatest challenge in this area is staff cooperation. We are committed to supporting our administration in staffing changes that may need to be made to encourage teachers to embrace change for the good of our students. We have instructed our Superintendent and administrators to be thoughtful and constructive in teacher evaluations and to pursue action plans for teachers that are not highly effective in the classroom. We support our teachers and have shown that in the contract we have agreed to with them. We have held up our end of the bargain and now we expect them to do the same. We are expecting positive results.

Opportunity:

Hitting rock bottom, which we feel we have, has given this board an opportunity to rebuild to forge a new path of academic success for our students. We hired an outstanding superintendent who has been ambitious in her pursuit for change. We fully support the steps she has taken such as new curriculum, a push for literacy, staffing changes, pre-school expansion, technology improvements and so much more.

* Getting students prepared with basic academics

* We have done poorly this year in recognizing high levels of student achievement.

* We need to bring back student recognition at board meetings to support letter g above. This was a highlight at our meetings that was sadly taken away due to a lack of peer awareness. Perhaps we need to clearly show how our board decisions link to student achievement to better inform the public. Student achievement is based on multiple factors/influencers, where ALL players/actors MUST do their fair share to realize achievement. It is not the responsibility of just one group of people, but instead a TEAM effort! The Board and District are only as strong as their weakest link. It's knowing where the weakest link is, identifying it, and focusing on enhancing it. The Board should have a more active role in the 8th Grade Awards Night, as the relationship ties back to letter g above. Board members could hand out Board awards to enhance the Board/student relationship.

* Preparing to complete this current school year and developing program needs for the upcoming school year. Funding is critical for implementing our curriculum updates.

* Again, I feel that not having Livestreaming and a fully interactive social media holds us back from parents seeing how truly dedicated this BOE is to our district. We are in a very big transitional period which is making it complicated to get all areas fully up and running. We will continue to prioritize with what will have the biggest impact on students and staff first and then showing the public what we do.

* No comment—have not been on the BOE long enough to assess.

* One of our biggest challenges is to get student achievement up.

* Seeking clarity as to why the state standards and tests are not consistently aligned. This is an opportunity to ensure that students are receiving solid foundational education even when the state bureaucracy fails to provide the proper framework.

IV. GOVERNANCE TEAM RELATIONSHIPS AND ACCOUNTABILITY						
Our board understands that healthy, productive relationships among members of the Board and between the superintendent and the Board are essential to providing effective leadership and prioritizing student success.						
Our board:	Exemplary	Proficient	Area for Growth	Unsatisfactory	Not Observed	Average
	4	3	2	1		
a) Understands our complementary roles as board members and superintendent, confining our board action to policy making, planning, and appraisal.	4	5	0	0	0	3.44
b) Has a clear communication process with the superintendent and with one another.	5	2	2	0	0	3.33
c) Establishes and adheres to Board operating norms/code of conduct.	2	6	0	0	1	2.89
d) Has an effective in-district orientation for new members.	3	5	1	0	0	3.22
e) Adopts explicit goals for the Board, distinct from district goals, and holds itself accountable for their accomplishment.	4	3	2	0	0	3.22
f) Completes the annual performance evaluation of the CSA by July 1.	6	2	0	0	1	3.33
g) Annually evaluates its governance performance and ability to work as a team with a focus on student achievement.	4	5	0	0	0	3.44
h) Participates in board training and retreats to build relationships and learn together.	1	6	2	0	0	2.89
i) Abides by the School Ethics Act.	3	6	0	0	0	3.33
j) Maintains confidentiality on matters in accordance with laws, policies, or procedures.	4	4	1	0	0	3.33
k) Meetings are focused, efficient, and provide for informed deliberations.	2	6	1	0	0	3.11
l) Takes collective responsibility for Board performance and comes to meetings prepared to discuss and add value to the decision-making process.	2	7	0	0	0	3.22
m) Respects and supports the decisions of the Board majority.	4	5	0	0	0	3.44
n) Exercises its authority only as a board of the whole at meetings and recognizes that no individual board member has authority to take	3	6	0	0	0	3.33

independent action on behalf of the board.						
o) Works together as a team in an atmosphere of trust and respect.	2	6	1	0	0	3.11
p) Committee structure contributes to the overall effectiveness and efficiency of the Board and ensures all members are informed.	2	5	2	0	0	3.00

Average: 3.23

Our team's greatest strength in this area:

- * Our board is dedicated to supporting our Southampton School Community. We work as a team and are respectful of all member concerns. We aim to provide the best learning opportunities available to ready them for higher education.
- * We have improved dramatically on this goal in a matter of months. New board members are respectful, mature, prepared and transparent. Our superintendent and Business Administrator have created an environment of honesty and trust which has changed the interaction among board members and administration. The Committee of the Whole has also helped greatly in keeping the board informed and involved in all decisions. Our board has a great balance of diverse backgrounds which helps in understanding the operations of the school.
- * The board maintains an open and strong relationship with the superintendent. This was evident in our work during the referendum. Lines of communication are kept open and all are given a chance to be heard.
- *
- * We have transitioned from a Committee structure to a COW Working Session which has been great for all BOE members. I believe that while not all members see eye to eye on subjects that they can all have civil discourse even while disagreeing. Most members are not worried about political optics but rather what is best for the district.
- * I believe our board fosters a healthy atmosphere where questions can be asked freely and debates are held frankly and honestly in an open forum.
- * As a new BOE member, my orientation at the Local level was a good experience. Since I've been on the board, the members are cohesive and works collaboratively.
- * Since July 1, 2024, the Board has operated as a Committee of the Whole. This way, all board members receive the same information at the same time. Less opportunity for confusion. Although optional now, our Board annually evaluates itself to determine its strengths and weaknesses and identify areas for goal setting. Our board does a great job with new board member orientation each November/December when new board members are elected. The board leadership sits down with the new members, along with the CSA and BA, to help them navigate their board service. Sometimes we include the NJSBA FSR to discuss ethics. The board annually adopts communication charters to help facilitate communication amongst/within the board and between the CSA. These charters are located in our policy manual for easy reference. We do participate in board trainings and individual trainings when our schedule(s) allows. The Board has School Ethics training annually conducted by our NJSBA FSR.
- * Our board has moved to a Board of the whole which seems to be working well.

Our team's greatest challenge/opportunity in this area:

- * More transparency on all topics as a whole for new members
- * While our new Committee of the Whole structure has effectively ensured that all board members are as informed as possible it has also greatly hindered the board's efficiency. This loss of efficiency was initially attributed to not being used to the new structure but I believe it has proven to be a core drawback of this structure. It may simply be the trade of for effectiveness - which has increased throughout the year.
- * We have had times when information has leaked to the public and still have times when eye rolls or deep breathes are taken while someone is talking. This is unprofessional and looks horrible in public. All members being fully prepared is also a challenge at times.
- * Challenge:
Our greatest challenge is maintaining this balance as new board members are elected.

Opportunity:

We have a great opportunity to show respect and unity from the top down.

* We must continue to provide educational opportunities utilizing our staff. Our Supt. is working to provide the climate and culture to successfully achieve our goals. She has developed plans that are ambitious but attainable.

Our board members are working as a team to support her path forward.

* One of our challenges is to have more board training and to get more board members to attend County meetings and the NJSBA Workshop, so much knowledge can be garnered from them.

* During the pre-referendum approval phase, public comments and social media posts made it seem as though executive-privileged information and events were deliberately or inadvertently passed to the referendum's biggest critics.

* No comment.

* Sometimes communication has been lacking this year. Perhaps a gentle reminder of our communication charters would help. Sometimes, respect for each other is lacking. Board members should not be involved with day-to-day operations. The Board President or Vice President speaks for the Board. The CSA speaks for the district. We should be mindful of our social media activity so as not to compromise the board.

V. RESOURCE MANAGEMENT AND OVERSIGHT						
Our Board is responsible, ethical, and accountable stewards of the district's monetary and non-monetary resources.						
Our board:	Exemplary	Proficient	Area for Growth	Unsatisfactory	Not Observed	Average
	4	3	2	1		
a) Adopts and monitors an annual budget that allocates resources based on the district's vision, goals, and priorities for student learning.	4	4	1	0	0	3.33
b) Provides the public with information regarding district finances and the budget and invites public input.	4	5	0	0	0	3.44
c) Reviews audit findings and responds accordingly.	1	7	1	0	0	3.00
d) Complies with all financial statutory and regulatory requirements and has internal control policies and procedures in place.	3	6	0	0	0	3.33

e) Monitors the district's near-term and future financial health.	3	6	0	0	0	3.33
f) Provides for high quality facilities to support student learning.	5	2	2	0	0	3.33
g) Monitors the district's near-term and future facilities' needs.	6	2	1	0	0	3.56
h) Ensures the health, safety, and security of all students and staff.	5	4	0	0	0	3.56

Average: 3.36

Our team's greatest strength in this area:

* We are providing the district with the means and staff to provide the educational opportunities for our Southampton students.

We must continue to monitor our educational goals to meet the ever changing educational needs of all students. To continue to be supportive our our Supt. She has brought so many new ideas to add to our district success. Supporting a new pre school program!!!

* We are fully committed to finding ways to make upgrades such as fully supporting the recent referendum. All members played a part in getting the funds needed to make repairs while not sacrificing staff and learning.

* We united with the administration to pass a comprehensive referendum to improve student outcomes and the facilities.

* We are working on upgrading our facilities with the referendum we just passed.

* ...

* Our board, along with our Superintendent have passed a referendum. With this, we have identified, with careful thought, the needs of our school now and in the future. We have been careful stewards of taxpayer money and are evaluating systems that are no longer efficient (solar field). Our Superintendent has carefully combed through unused subscriptions and outdated technology that was causing unnecessary expenses for our school. We hired an in-house technology coordinator, saving thousands of dollars in outsourced contracts.

* We do an annual financial audit and review findings as identified. The public is invited to attend our annual budget hearing to review and ask questions about the budget. The board receives several financial reports in our monthly board packets to monitor transactions and balances. The board receives facility reports monthly, identifying areas of improvement. The board takes the health, safety, and security of its students and staff very seriously. We have a continuous improvement approach!

* Being transparent with one another regarding where there are areas of improvement.

* This year our greatest strength was shown in the creation and passing of the referendum. We provided for the district's future and did so with a fiscally responsible package. As other districts struggle with their budgets. We have put in place a team that has kept costs down while simultaneously increasing resource availability - all at little increase in cost to our community.

Our team's greatest challenge/opportunity in this area:

- * Finding ways to be more transparent
- * The board needs to be better at participating and reviewing the budget's audit and bill's list.
- * We must keep an eye on the projects from the referendum and not go over budget.
- * The opportunity here is to continue to foster transparency. The referendum evoked some baseless claims that the board was less than transparent, and we can continue to improve on that public perception.
- * Budget challenges.
Supporting our pre school initiative!!!!
- * Challenge:
Continuing to be cautious and responsible in our spending and making decisions that are best for our students should always be our first priority.

Opportunity:
Creating trust with the public by keeping them informed of our decisions with the referendum money.

- * Working on new referendum- Future needs of facilities and upkeep
- * Our facilities need upgrades. Thankfully, our recent referendum passed, which will address these facility shortcomings! We could do a better job with the budget development process. Our NJSBA FSR has provided the president with a best practice budget development timeline/approach that will be shared with the board to help us with the 2026-27 budget.
- * I would like to BOE to have more time and input in the budget process more input. Many districts seem to get blindsided during the public budget meeting and not knowing what was cut in order to pay for something else. While I trust our BA and Superintendent, I encourage all BOE members to have more oversight and input prior to voting.

VI. COMMUNITY LEADERSHIP						
Our board recognizes public education’s impact on the community and understands how strong connections mean everyone is invested in successful schools.						
Our board:	Exemplary	Proficient	Area for Growth	Unsatisfactory	Not Observed	Average
	4	3	2	1		
a) Understands collaboration begins with us and models the collaboration we expect in others.	4	5	0	0	0	3.44
b) Understands as community leaders we advocate for all children and our schools at the local and state level.	2	6	1	0	0	3.11
c) Supports active engagement with families and the community to promote educational opportunities for all students through our policies and practices.	5	3	1	0	0	3.44
d) Welcomes and respects colleagues, staff, community, and students by listening to all diverse points of view.	3	5	1	0	0	3.22
e) Decisions represent the needs of the entire school community, not just a part.	4	4	1	0	0	3.33

f) Policies reflect our community engagement goals and practices.	2	7	0	0	0	3.22
g) Ensures the district uses multiple mediums to inform and hear from members of our community.	2	6	0	1	0	3.00
h) Maintains a presence in the community to understand its strengths and needs, develops productive relationships, and engages its resources.	3	4	2	0	0	3.11
i) Conforms to the requirements of the Open Public Meetings Act and the Open Public Records Act.	6	2	1	0	0	3.56

Average: 3.27

Our team's greatest strength in this area:

* I think our board works well with the community. We held many meetings prior to our referendum for public comments and input, which I believe lead to it passing on the first time around, which is unheard of in our district.

* Moving forward as a board to develop and maintain best practices.

Being supportive in working with the Supt to implement a new pre school program.

* Willingness to have open discussion and engagement. The short time that I've been on the board, there has been a great improvement in this area.

* In developing the recent referendum, we invited various stakeholders to be a part of the process. Listening to and incorporating their feedback. The district uses multiple mediums of communication to inform and hear from members of the community, i.e., Facebook, the district website, email, phone calls, in-person conversations, etc. All board members have a presence in the community to understand what the community needs, foster working relationships, and engage with available resources. We did a great job communicating the recent referendum to the community, although there were identified areas of improvement. I think the fast track of the referendum led to some shortcomings, but lessons were learned. The Board kept an active ear to the public leading up to the referendum and will continue to do so into the future.

* The board has shown a commitment to rally each other and the community by the passage of our referendum. Public comment and engagement has been an integral part of the process, and both the board and administration have striven to respect all viewpoints.

* We have made great efforts to restore trust with the community and need to continue to do that. This will be an ongoing challenge. We have shown good faith with the staff by providing every resource, training and investment in their success. We have forged a committee to collaborate with the staff for open communication of what they want and need. Work sessions are open to the public and have given the public an opportunity to be present when board decisions and issues are discussed. We created Board Docs where the public has access to all board agendas and information. Our superintendent is responsive to parents and public calls and openly receives concerns.

*

* This board has been extremely collaborative and clearly modeled how to discuss and compromise for a common goal.

Engagement with the community during the referendum was strong for some individual members.

* We do have a BOE that has very different view points and backgrounds but is willing to have the tough conversations and being respectful while doing so. Doing this shows the community that not only are we doing our jobs but we are still working together and not on a solo agenda.

Our team's greatest challenge/opportunity in this area:

* Making sure that our planned goals are implemented and successful for our entire school community.

Monitoring our pre school program along with providing support for the needs of our Staff and students.

* Continue to engage with the public. The board should consider broadcasting the meetings in addition to the PTA.

*

* The board continues to suffer from a lack of community engagement. Poorly attended board meeting public comment sections are not adequate to understand what is going on in the community or in the schools. Improving community engagement and fostering family engagement must be a priority goal moving forward.

* I believe that we should make the community aware of potential areas of concerns or policies that could be controversial to get feedback on how our community wishes to proceed. Ultimately we will vote to make sure we cover all children. We should also have a way for anonymous members of the community / staff to be heard. While I understand the negatives, many really good information comes when someone does not have to worry about retaliation or being attacked for their views. I also noticed that our emails are no longer on the webpage which takes away from possible community engagement opportunities.

* We can always find ways to better communicate with our community. There should only be one (1) version of the board agenda. The public should always receive a copy of the agenda that the board receives, minus executive content. This approach keeps all stakeholders on the same page and prevents confusion/misunderstandings.

* I believe we have done a good job communicating with the public however, we must continue doing so.

* Community engagement and understanding that we advocate for students at the State level

* Challenge:

To maintain open lines of communication and establishing a balance between public opinion and school operations.

Opportunity:

Building bridges where distrust has created distance between the school and the community.

INDIVIDUAL MEMBER'S CONTRIBUTION TO THE BOARD TEAM					
As a member of the Board team, I:	Exemplary 4	Proficient 3	Area for Growth 2	Unsatisfactory 1	Average
a) Can clearly articulate the vision, mission, and goals of the district.	2	7	0	0	3.22
b) Value learning and enhance my effectiveness through study, training, and reflection.	4	4	1	0	3.33
c) Make every effort to attend all board meetings and come	5	4	0	0	3.56

prepared to make informed decisions.					
d) Comply with all state requirements including training, financial disclosures, conflicts of interest, and the Code of Ethics.	5	4	0	0	3.56
e) Review, understand and evaluate the financial reports including the annual audit to ensure that educational dollars are used in an efficient and effective manner.	1	6	2	0	2.89
f) Operate with a governance mindset – systems thinker with strategic focus, commitment to deep learning, and respectful public manner.	2	7	0	0	3.22
g) Contribute toward creating a positive board culture.	2	7	0	0	3.22
h) Act ethically and professionally in personal conduct, relationships with others, decision-making, stewardship of the district's resources and all aspects of district leadership.	3	6	0	0	3.33
i) Am familiar with the Board's bylaws and act in accordance with their direction.	1	7	1	0	3.00
j) Observe the chain of command, recognizing the appropriate communication channel is through the superintendent on district matters.	4	5	0	0	3.44
k) Do not speak on behalf of the Board in my official capacity or pursuit to my official duties unless authorized by the Board.	6	3	0	0	3.67

Average: 3.31

Board Goals:	Achieved	Satisfactory Progress Made	Little or No Progress Made	Average
	3	2	1	
a) To enhance student outcomes by prioritizing funding towards literacy development, intervention programs, and technology integration.	5	4	0	2.56
b) To ensure the successful passage of the upcoming referendum by engaging the community and providing clear, transparent information about its benefits for the Southampton School Community.	9	0	0	3.00
c) To ensure transparent communication and strengthen teamwork among the board members, staff, and the community to foster trust, collaboration, and shared decision-making.	6	3	0	2.67

Average: 2.74

OVERALL REFLECTIVE QUESTIONS

What do you consider to be the Board's greatest strengths that we can build from?

- * I believe we are working as a team, which is the way it should be.
- * The current members have the children's best interests at heart, despite varying viewpoints and opinions. Healthy debate and discussion is key to continued success.
- * Working as a united team, we can achieve greatness!
We have a diverse background that we should capitalize on!
We embrace board training to be an effective board. We should continue with that mindset.
- * One of the greatest strengths of our board is its ability to engage in open, candid, and at times challenging discussions on complex or contentious issues, while still maintaining mutual respect and a shared commitment to compromise where possible. This culture of thoughtful deliberation allows for a diversity of perspectives to be heard and considered, ultimately leading to more balanced and well-reasoned decisions.

Another key strength is our consistent focus on student outcomes. The board has remained grounded in its core mission: supporting what is best for our students. We've demonstrated a strong commitment to academic achievement, which continues to guide our policy decisions and resource allocations.

These qualities—constructive dialogue, respect for differing viewpoints, and an unwavering focus on students—form a solid foundation that we can continue to build upon.

- * Working as a team!
Respect and diversity!
- * This board's greatest strength is respect, diversity and transparency.
- * This BOE has a very diverse membership that has very different backgrounds but is willing to not only communicate but argue viewpoints in a respectful way. I have seen several members disagree and then compromise on something that works for all.
- * Collaboration and a commitment to work towards our goals.
- * Diverse members to make best decisions

What governance areas will we need to focus on to further our work as an effective board team?

- * Enhanced communication amongst board members and with board leadership.
A better understanding of the committee of the whole governance model.
Improve the budget development process.
Oversee the execution of the approved referendum. Maintain transparency with community stakeholders.
- * Solidifying the line between appropriate supervisory roles and micromanagement. Continue to ask questions while supporting the administration.
- * Clear transparency with all board members and the publ
- * One area we need to focus on more intentionally is communication with the community. While a few board members

have worked very hard to build that connection, as a full board we haven't established a consistent or meaningful presence when it comes to outreach and engagement. That's something we can't rely solely on the superintendent for—no matter how strong that connection is on the administrative side, the board has a responsibility to be just as present and accessible.

This is less about any one individual and more about developing a shared approach. If we want the community to better understand our work and trust our decisions, we need to do a better job communicating not just what we're doing, but why. That means clearer messaging, more visibility, and creating spaces where people feel heard.

* TO continue to support training to be able to provide our Southampton Community the best educational decisions to insure student success!

* Not sure.

* To make sure our board continues to support the administration without encroaching upon daily operations. We also need to make our expectations for student achievement clear to administrators and staff as student achievement is THE MOST important job for all of us!!!!

* Budget and community engagement.

* Continue complete transparency.