

Performed on 10/17/25, 8:17 AM

Performed by Mr. Peter Bellanti

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.

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

I believe that we are doing the work to reach our goals, but I think we need to monitor them more frequently and use this tool to keep track throughout the school year.

See Notes on each individual section

Mr. Scott M Johnson, Board Member - 10/16/2025, 1:57:11 PM

Mr. Scott M Johnson, Board Member - 10/16/2025, 1:59:20 PM

- Mr. Scott M Johnson

I really think we are on the right track as we tie our goals to our strategic plan I would like to continue to see how we are progressing in our leader in me in the different schools

Mrs. Marianne Jasen, Board Member - 10/15/2025, 7:38:21 PM

Mrs. Marianne Jasen, Board Member - 10/15/2025, 7:43:27 PM

- Mrs. Marianne Jasen

As a board, we had a challenging year, but I believe we shared in the vision and mission of student achievement. While we are effective in meeting the standards noted, I believe we can continue to improve. I am glad that we are now working on the goals earlier in the year. Also, for the Superintendent evaluation, I believe we could spend more time discussing and reviewing this with the Superintendent (maybe we should do this a little earlier so we have more time for feedback).

- Mr. Brian Laible

1.A

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

Effective

Performance meets the criteria

Noteworthy evidence and observation demonstrates the board's effective performance. The board has satisfactorily met the criteria and has shown an improvement in board operations and relations with the superintendent, staff and community. The board should cite specific data or evidence that supports this rating.

Reflections and Comments

We are improving.

- Dirk Rabenold

Mrs. Amy Battaglia, Board Member - 10/16/2025, 7:04:34 PM

- Mrs. Amy Battaglia

I believe that our goals accurately reflect where we wish to see the district go, and align well with the superintendent's goals

Mr. Scott M Johnson, Board Member - 10/16/2025, 2:00:15 PM

- Mr. Scott M Johnson

we must continue to make the public aware of our evolving strategic plan

Mrs. Marianne Jasen, Board Member - 10/15/2025, 7:53:09 PM

- Mrs. Marianne Jasen

See overall comments for vision, leadership, and accountability.

- Mr. Brian Laible

I feel like this is ongoing. This is only year 2 for me, and I know last year was a struggle on many fronts. We had some wins - getting the budget across the finish line, trying to open dialogue and conversation with the unions/staff, supporting the transportation changes. We have also had a lot of challenges that we are continuing to experience into this year, and our reputation with and trust from the community is fractured. I would love for us to be more communicative about our solutions and talk about what is happening and what we are doing to address it.

- Danyelle Anthon

I believe that the continued work through the strategic plan and the new curriculums that were implemented over the past couple of years have helped further advance our student achievement and created more effective instruction

Mr. Peter Bellanti, Board President - 10/8/2025, 12:56:11 PM

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

Performance meets the criteria

Noteworthy evidence and observation demonstrates the board's effective performance. The board has satisfactorily met the criteria and has shown an improvement in board operations and relations with the superintendent, staff and community. The board should cite specific data or evidence that supports this rating.

Reflections and Comments

Working on the Goals of the Board instead of the administration.

- Dirk Rabenold

Mrs. Amy Battaglia, Board Member - 10/16/2025, 7:04:39 PM

- Mrs. Amy Battaglia

I believe that our goals accurately reflect where we wish to see the district go, and align well with the superintendent's goals. They are posted on the web site once complete and approved

Mr. Scott M Johnson, Board Member - 10/16/2025, 2:00:46 PM

- Mr. Scott M Johnson

Dr Wilson has done a great job helping us to move our strategic plan forward

Mrs. Marianne Jasen, Board Member - 10/15/2025, 7:38:01 PM

- Mrs. Marianne Jasen

See overall comments for vision, leadership, and accountability.

- Mr. Brian Laible

I like the overall structure of our goals. I've looked at goals from other local boards (Williamsville, Lancaster, Amherst, West Seneca) and I think we do a decent job. I am really glad we decided to provide progress updates throughout the year. To Brian's point at the last meeting, I think moving forward we could diversify these a little more so they are not the same ones each time OR we can follow the model other districts do where we have "static" goals, and the way we meet them and show progress is dynamic from year to year.

- Danyelle Anthon

We developed our annual goals to align with the strategic plan, the superintendent's action plan for the district, and the vision of the district.

Mr. Peter Bellanti, Board President - 10/8/2025, 12:59:11 PM

- Mr. Peter Bellanti

1.C

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

Effective

Performance meets the criteria

Noteworthy evidence and observation demonstrates the board's effective performance. The board has satisfactorily met the criteria and has shown an improvement in board operations and relations with the superintendent, staff and community. The board should cite specific data or evidence that supports this rating.

Reflections and Comments

We can do better.

- Dirk Rabenold

Mrs. Amy Battaglia, Board Member - 10/16/2025, 7:04:44 PM

- Mrs. Amy Battaglia

Same comment as last year. 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 - 10/16/2025, 2:01:32 PM

- Mr. Scott M Johnson

I would like to see more presentations on supporting data on how our kids are doing

Mrs. Marianne Jasen, Board Member - 10/15/2025, 7:39:40 PM
Mrs. Marianne Jasen, Board Member - 10/15/2025, 7:39:41 PM
- Mrs. Marianne Jasen

See overall comments for vision, leadership, and accountability.
- Mr. Brian Laible

I think DO does a good job of updating us on highlights of achievement data. I do however feel like we can always learn more about how actions/initiatives/programs directly impact achievement. It's hard to know what questions to ask sometimes.
- Danyelle Anthon

In my 4 years on the BOE we have monitors the goals throughout the school year. Last year we performed a mid-year review and this year we plan to monitor and review them more often.
Mr. Peter Bellanti, Board President - 10/8/2025, 1:02:24 PM
- Mr. Peter Bellanti

1.D

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

Effective

Performance meets the criteria

Noteworthy evidence and observation demonstrates the board's effective performance. The board has satisfactorily met the criteria and has shown an improvement in board operations and relations with the superintendent, staff and community. The board should cite specific data or evidence that supports this rating.

Reflections and Comments

OK with this
- Dirk Rabenold

Mrs. Amy Battaglia, Board Member - 10/16/2025, 7:04:49 PM
- Mrs. Amy Battaglia

The board always completes the superintendent's evaluation. The frank and open discussions we have at the final step are very helpful
Mr. Scott M Johnson, Board Member - 10/16/2025, 2:02:57 PM
- Mr. Scott M Johnson

To keep in the spirit of this goal I would like to have a midyear discussion on how Dr Ginestre is progressing towards this years goals
Mrs. Marianne Jasen, Board Member - 10/15/2025, 7:42:01 PM
- Mrs. Marianne Jasen

See overall comments for vision, leadership, and accountability.
- Mr. Brian Laible

Our evaluation process moves pretty smoothly with few hiccups or misalignments.
- Danyelle Anthon

I believe that the board conducts healthy discussions with the Superintendent about our expectations, his performance, and the progress of his goals.
Mr. Peter Bellanti, Board President - 10/8/2025, 1:03:43 PM
- Mr. Peter Bellanti

1.E

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

Effective

Performance meets the criteria

Noteworthy evidence and observation demonstrates the board's effective performance. The board has satisfactorily met the criteria and has shown an improvement in board operations and relations with the superintendent, staff and community. The board should cite specific data or evidence that supports this rating.

Reflections and Comments

I would encourage more participation in the training and seminars
- *Dirk Rabenold*

Mrs. Amy Battaglia, Board Member - 10/16/2025, 7:04:53 PM
- *Mrs. Amy Battaglia*

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."

Mr. Scott M Johnson, Board Member - 10/16/2025, 2:05:22 PM
- *Mr. Scott M Johnson*

As A board I think each of us does a good job keeping current of trends state wide as well as nationally.

Mrs. Marianne Jasen, Board Member - 10/15/2025, 7:43:08 PM
- *Mrs. Marianne Jasen*

See overall comments for vision, leadership, and accountability.
- *Mr. Brian Laible*

This is my first board evaluation. I think I would love for us to receive more SH-specific training. Things like really understanding the achievement impacts I mentioned above, understanding the new APPR process, learning more about the Next Gen Science Standards, as well as forthcoming graduation requirement changes.
- *Danyelle Anthon*

We evaluate ourselves on an annual basis and consistently monitor our progress and performance. We are invited and participate in professional development by the district and take part in a BOE professional development retreat every year.

Mr. Peter Bellanti, Board President - 10/8/2025, 1:05:41 PM
- *Mr. Peter Bellanti*

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.

Overall Reflections and Comments for the Board Governance & Policy Standard

See individual items

Mr. Scott M Johnson, Board Member - 10/16/2025, 2:06:16 PM
- *Mr. Scott M Johnson*

General Comments for the Board Governance & Policy Standard:

I believe our Board Governance and policies are effective. My thoughts on selecting Board officers and board members for committees are that we should have the District Clerk send a list of positions to each board member at least 6 weeks before making a selection, asking for their interest and recommendations of candidates and committee members, with a specific deadline. This list can then be provided to the current officers, who can then reach out to the various board members to gauge their interest, and then present it to the entire board for discussion/vote.

Regarding a unified voice, I do think we had public discussions and disagreements, but in general, once a vote was taken, we moved on and worked together as a unified board. So while this wasn't perfect, it was effective overall.

- *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

Performance meets the criteria

Noteworthy evidence and observation demonstrates the board's effective performance. The board has satisfactorily met the criteria and has shown an improvement in board operations and relations with the superintendent, staff and community. The board should cite specific data or evidence that supports this rating.

Reflections and Comments

Done well
- *Dirk Rabenold*

Mrs. Amy Battaglia, Board Member - 10/16/2025, 7:05:04 PM
- *Mrs. Amy Battaglia*

We have a retreat where we visit schools and spend some time together on current issues. It never seems to be enough time to really do the things we need to do. I wish we could just have open ended discussions about issues, and get to more in-depth conversations

Mr. Scott M Johnson, Board Member - 10/16/2025, 2:08:09 PM
- *Mr. Scott M Johnson*

we are consistent in making sure we do our annual retreat

Mrs. Marianne Jasen, Board Member - 10/15/2025, 7:46:23 PM

- Mrs. Marianne Jasen

See general comments above.

- Mr. Brian Laible

I feel like the retreats serve their purpose, I would like to see us use this time to level set expectations a little more for the year ahead. We don't get nearly enough time together to talk/plan.

- Danyelle Anthon

We participated in a BOE retreat on team relationship and AI in schools. We also attended a training on Executive Session protocol and BOE procedures.

Mr. Peter Bellanti, Board President - 10/8/2025, 1:09:34 PM

- Mr. Peter Bellanti

2.B

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

Effective

Performance meets the criteria

Noteworthy evidence and observation demonstrates the board's effective performance. The board has satisfactorily met the criteria and has shown an improvement in board operations and relations with the superintendent, staff and community. The board should cite specific data or evidence that supports this rating.

Reflections and Comments

I think we can do better

- Dirk Rabenold

Mrs. Amy Battaglia, Board Member - 10/16/2025, 7:05:13 PM

- Mrs. Amy Battaglia

Our committee of board members and admins has done a great job of meeting on a regular basis and preparing the policy updates for the full board. It has saved numerous hours at board meetings, and allowed us to keep our manual current

Mr. Scott M Johnson, Board Member - 10/16/2025, 2:09:49 PM

- Mr. Scott M Johnson

Thank you to those that serve on the policy committee

Mrs. Marianne Jasen, Board Member - 10/15/2025, 7:47:30 PM

- Mrs. Marianne Jasen

See general comments above.

- Mr. Brian Laible

I know committees do a lot of this work. What I feel like is missing is that obviously we can't all be on all the committees. Sometimes we get updates from committees if they are working on something that we need to vote on, but I would love to know what is being worked on on a more regular basis (view minutes, a summary, etc.)

- Danyelle Anthon

I believe that we do this more on a needed basis and need to do this more so on a regular basis.

Mr. Peter Bellanti, Board President - 10/8/2025, 1:10:36 PM

- Mr. Peter Bellanti

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

Effective

Performance meets the criteria

Noteworthy evidence and observation demonstrates the board's effective performance. The board has satisfactorily met the criteria and has shown an improvement in board operations and relations with the superintendent, staff and community. The board should cite specific data or evidence that supports this rating.

Reflections and Comments

Most times.

- Dirk Rabenold

Mrs. Amy Battaglia, Board Member - 10/16/2025, 7:05:19 PM

- Mrs. Amy Battaglia

I think we do this very well. No board members are afraid to call out the others in a civil and polite way if we start to drift

Mr. Scott M Johnson, Board Member - 10/16/2025, 2:10:57 PM

- Mr. Scott M Johnson

I feel we have a high functioning board. we may not always agree with each other but after we vote on something we are unified

Mrs. Marianne Jasen, Board Member - 10/15/2025, 7:48:54 PM

- Mrs. Marianne Jasen

See general comments above.

- Mr. Brian Laible

I think we follow the rules. I do think we could communicate better.

- Danyelle Anthon

Mr. Peter Bellanti, Board President - 10/8/2025, 1:10:54 PM

- Mr. Peter Bellanti

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

Performance meets the criteria

Noteworthy evidence and observation demonstrates the board's effective performance. The board has satisfactorily met the criteria and has shown an improvement in board operations and relations with the superintendent, staff and community. The board should cite specific data or evidence that supports this rating.

Reflections and Comments

Can do better.

- Dirk Rabenold

Mrs. Amy Battaglia, Board Member - 10/16/2025, 7:05:30 PM

- Mrs. Amy Battaglia

Same as last year. This has been pretty consistent throughout my board tenure

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 - 10/16/2025, 2:12:07 PM

- Mr. Scott M Johnson

always appreciate reminders to stay true to the open meeting laws

Mrs. Marianne Jasen, Board Member - 10/15/2025, 7:49:46 PM

- Mrs. Marianne Jasen

See general comments above.

- Mr. Brian Laible

No notes.

- Danyelle Anthon

There is always a need for refresher training on our governance roles and responsibilities and it is something we should work on for this upcoming school year.

Mr. Peter Bellanti, Board President - 10/8/2025, 1:12:34 PM

- Mr. Peter Bellanti

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

Effective

Performance meets the criteria

Noteworthy evidence and observation demonstrates the board's effective performance. The board has satisfactorily met the criteria and has shown an improvement in board operations and relations with the superintendent, staff and community. The board should cite specific data or evidence that supports this rating.

Reflections and Comments

My personal views can be different but still publically acknowledge the Boards' decision.

- *Dirk Rabenold*

There is a clear divide on this board. It is abundantly clear to the public that not all votes are final or supported by all members after the vote has been cast. This undermines the credibility of our board.

Mrs. Amy Battaglia, Board Member - 10/16/2025, 7:05:34 PM

- *Mrs. Amy Battaglia*

This year, more than many others, we need to keep this in mind. We have an upcoming vote for our largest capital project ever. When talking with the public and our staff, we need to be very honest and open about every piece of the project. Specifically, the things that will be done in each proposal. The tax neutral status for proposal 1, and the average \$64 increase for proposal 2. Importantly, we need to stay neutral on everything, without emphasizing one are over another.

Mr. Scott M Johnson, Board Member - 10/16/2025, 2:17:45 PM

- *Mr. Scott M Johnson*

as noted above we always don't agree with each other but after a vote we present a unified voice

Mrs. Marianne Jasen, Board Member - 10/15/2025, 7:51:16 PM

- *Mrs. Marianne Jasen*

See general comments above.

- *Mr. Brian Laible*

I marked this as developing because sometimes it is difficult, depending on the topic. I know we are not always going to agree, and sometimes things get heated/unprofessional. I would love for us to try to work through these issues.

- *Danyelle Anthon*

I believe we have had some healthy debates on our varied viewpoints throughout the year and have had some votes that were not unanimous, but after the vote we spoke in a unified voice.

Mr. Peter Bellanti, Board President - 10/8/2025, 1:15:31 PM

- *Mr. Peter Bellanti*

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.

Overall Reflections and Comments for the Communication & Community Relations Standard

see individual areas

Mr. Scott M Johnson, Board Member - 10/16/2025, 2:18:09 PM

- *Mr. Scott M Johnson*

We have a strong and cooperative relationship with the superintendent. I believe our communication efforts are improving this year. I would like to see text messaging sent to the community for more events, such as board meetings, meet-the-candidates events, budget hearings, or key items affecting the community, since so many people now communicate via text. In addition, recommendations issued by committees should allow ample time for the community to review them, then return them to the committee for consideration of comments.

- *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.

Effective

Performance meets the criteria

Noteworthy evidence and observation demonstrates the board's effective performance. The board has satisfactorily met the criteria and has shown an improvement in board operations and relations with the superintendent, staff and community. The board should cite specific data or evidence that supports this rating.

Reflections and Comments

We work well with Mike.

- *Dirk Rabenold*

Mrs. Amy Battaglia, Board Member - 10/16/2025, 7:06:01 PM

- *Mrs. Amy Battaglia*

The regular, two-way communication between the board and the superintendent (and admin team) keeps us well informed at all times

Mr. Scott M Johnson, Board Member - 10/16/2025, 2:49:55 PM

- *Mr. Scott M Johnson*

feel we are respectful in our relationship with dr Ginestre and he is respectful of the board

Mrs. Marianne Jasen, Board Member - 10/16/2025, 4:38:45 PM

- *Mrs. Marianne Jasen*

See overall reflections and comments.

- Mr. Brian Laible

We have a great relationship with Mike. Sometimes it's difficult to not have feelings that compromise the job we are here to do. Again, last year was hard on everyone, most especially him. It was a hard thing to navigate the empathy we all felt for everyone involved, and try to be as neutral as possible to work through the situation.

- Danyelle Anthon

The communication between the BOE and the Superintendent's office is very good and respectful. The Superintendent's office is always available to the questions and needs of the BOE.

Mr. Peter Bellanti, Board President - 10/8/2025, 1:17:16 PM

- Mr. Peter Bellanti

3.B

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

Developing

Performance is inconsistent and partially meets the criteria

Noteworthy evidence and observation demonstrates that the board's performance has made moderate gains -- or maintained the status quo -- in board operations and relations with the superintendent, staff and community. The board should cite specific data or evidence that supports this rating.

Reflections and Comments

Through the district office..not so much directly from the Board.

- Dirk Rabenold

Mrs. Amy Battaglia, Board Member - 10/16/2025, 7:06:15 PM

- Mrs. Amy Battaglia

I think we have always had good communications with everyone and open lines to hear people. Some of the feedback in the past year indicates that some of the community, including parents and staff, may not agree with me. We have started to work harder at it. I plan to spend much more time visiting schools this year to help

Mr. Scott M Johnson, Board Member - 10/16/2025, 2:52:53 PM

- Mr. Scott M Johnson

we should continue to reach out to our constituents. this will be esp important as we try to pass our building project

Mrs. Marianne Jasen, Board Member - 10/16/2025, 4:40:40 PM

- Mrs. Marianne Jasen

See overall reflections and comments.

- Mr. Brian Laible

We need to talk about this. Last year communications to the board went unanswered. Last year we discussed dividing this duty so that it does not fall on President/VP or Mike. We need to discuss this moving forward.

- Danyelle Anthon

I believe that there is always ways to improve communication and we need to continue to work on this.

Mr. Peter Bellanti, Board President - 10/8/2025, 1:19:01 PM

- Mr. Peter Bellanti

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

Performance meets the criteria

Noteworthy evidence and observation demonstrates the board's effective performance. The board has satisfactorily met the criteria and has shown an improvement in board operations and relations with the superintendent, staff and community. The board should cite specific data or evidence that supports this rating.

Reflections and Comments

Many committess with leanings toward what the administration would like to see.

- Dirk Rabenold

Mrs. Amy Battaglia, Board Member - 10/16/2025, 7:06:25 PM

- Mrs. Amy Battaglia

I believe we have provided multiple avenues for the community to share input with us. It is always a challenge and will continue to be. We need to continue to find new ways and keep up with how people wish to interact with the district.

Mr. Scott M Johnson, Board Member - 10/16/2025, 2:55:03 PM

- Mr. Scott M Johnson

really glad to see we are bringing the forums back

Mrs. Marianne Jasen, Board Member - 10/16/2025, 4:41:20 PM

- Mrs. Marianne Jasen

See overall reflections and comments.

- Mr. Brian Laible

I think we have yet to find the magic formula for gathering our community's feedback. We offer so many outlets to get the information (socials, emails, website, mailings, phone calls/texts) but the flow of information in the other direction is sparse.

- Danyelle Anthon

Mr. Peter Bellanti, Board President - 10/8/2025, 1:19:21 PM

- Mr. Peter Bellanti

3.D

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

Effective

Performance meets the criteria

Noteworthy evidence and observation demonstrates the board's effective performance. The board has satisfactorily met the criteria and has shown an improvement in board operations and relations with the superintendent, staff and community. The board should cite specific data or evidence that supports this rating.

Reflections and Comments

Yes we do.

- Dirk Rabenold

Mrs. Amy Battaglia, Board Member - 10/16/2025, 7:06:44 PM

- Mrs. Amy Battaglia

I think we have definitely opened up more opportunities with changing pre-reqs for certain classes. We need to spend more time celebrating our successes. Our social media platforms have helped considerably in that area, but can continue to improve

Mr. Scott M Johnson, Board Member - 10/16/2025, 2:57:42 PM

- Mr. Scott M Johnson

we should continue to advocate for all students to make them feel welcome every student has the potential to soar

Mrs. Marianne Jasen, Board Member - 10/16/2025, 4:43:19 PM

Mrs. Marianne Jasen, Board Member - 10/16/2025, 4:43:21 PM

- Mrs. Marianne Jasen

See overall reflections and comments.

- Mr. Brian Laible

I'm impressed by the work that has been done to expand opportunities for improved achievement.

- Danyelle Anthon

Mr. Peter Bellanti, Board President - 10/8/2025, 1:19:36 PM

- Mr. Peter Bellanti

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

Effective

Performance meets the criteria

Noteworthy evidence and observation demonstrates the board's effective performance. The board has satisfactorily met the criteria and has shown an improvement in board operations and relations with the superintendent, staff and community. The board should cite specific data or evidence that supports this rating.

Reflections and Comments

Yes we do through the ECSBA legislative committee and direct contact with our local office holders.

- Dirk Rabenold

Scott represents the districts interests well.

Mrs. Amy Battaglia, Board Member - 10/16/2025, 7:07:10 PM

- Mrs. Amy Battaglia

Same as last year:

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 - 10/16/2025, 2:58:13 PM

- Mr. Scott M Johnson

again thank you Scott and Dirk for your efforts advocating for the district

Mrs. Marianne Jasen, Board Member - 10/16/2025, 4:44:25 PM

- Mrs. Marianne Jasen

See overall reflections and comments.

- Mr. Brian Laible

No notes

- Danyelle Anthon

Mr. Peter Bellanti, Board President - 10/8/2025, 1:20:04 PM

- Mr. Peter Bellanti

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.

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

See individual items

Mr. Scott M Johnson, Board Member - 10/16/2025, 2:59:35 PM

- Mr. Scott M Johnson

I believe we have consistently done a good job with fiscal resources, staff recruitment, and facilities.

- 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.

Effective

Performance meets the criteria

Noteworthy evidence and observation demonstrates the board's effective performance. The board has satisfactorily met the criteria and has shown an improvement in board operations and relations with the superintendent, staff and community. The board should cite specific data or evidence that supports this rating.

Reflections and Comments

A tough balance with the needs of the community and the need of the School district.

- Dirk Rabenold

Mrs. Amy Battaglia, Board Member - 10/16/2025, 7:07:24 PM

- Mrs. Amy Battaglia

We continue to put forth budgets that reflect our needs and wants, while at the same time being fiscally responsible. This years minimal increase was another great example

Mr. Scott M Johnson, Board Member - 10/16/2025, 3:01:17 PM

- Mr. Scott M Johnson

would like to further review our strategies of how we hire staff.

Mrs. Marianne Jasen, Board Member - 10/16/2025, 4:45:35 PM

- Mrs. Marianne Jasen

See overall reflections and comments.

- Mr. Brian Laible

I appreciate how helpful Don is with answering all of the questions and explaining everything in a way that the board and the community understand.

- Danyelle Anthon

In my years on the BOE we have kept our annual budget below the tax cap and have even implemented a tax neutral budget in the past. This past year, even with a tax rate increase our property tax levy for a normal house decreased.

Mr. Peter Bellanti, Board President - 10/8/2025, 1:24:30 PM

- Mr. Peter Bellanti

4.B

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

Effective

Performance meets the criteria

Noteworthy evidence and observation demonstrates the board's effective performance. The board has satisfactorily met the criteria and has shown an improvement in board operations and relations with the superintendent, staff and community. The board should cite specific data or evidence that supports this rating.

Reflections and Comments

yes we do. Sometimes it seems like a marketing exercise.

- Dirk Rabenold

Mrs. Amy Battaglia, Board Member - 10/16/2025, 7:07:34 PM

- Mrs. Amy Battaglia

I believe we are doing everything possible to keep the public informed. The number of people who show up at our budget meetings and budget votes continues to disappoint.

Mr. Scott M Johnson, Board Member - 10/16/2025, 3:16:24 PM

- Mr. Scott M Johnson

wish more people would come to our budget sessions. we have been very transparent with our finances as it concerns the building project

Mrs. Marianne Jasen, Board Member - 10/16/2025, 4:46:56 PM

- Mrs. Marianne Jasen

See overall reflections and comments.

- Mr. Brian Laible

The community is presented with all of the information on MULTIPLE occasions in multiple ways.

- Danyelle Anthon

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

Mr. Peter Bellanti, Board President - 10/8/2025, 1:26:40 PM

- Mr. Peter Bellanti

4.C

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

Effective

Performance meets the criteria

Noteworthy evidence and observation demonstrates the board's effective performance. The board has satisfactorily met the criteria and has shown an improvement in board operations and relations with the superintendent, staff and community. The board should cite specific data or evidence that supports this rating.

Reflections and Comments

yes we do.

- Dirk Rabenold

Mrs. Amy Battaglia, Board Member - 10/16/2025, 7:07:43 PM

- Mrs. Amy Battaglia

while we are doing some pieces very well with the BCS and our capital project, I think we need to hear more from the on the ground staff in the various areas

Mr. Scott M Johnson, Board Member - 10/16/2025, 3:18:37 PM

- Mr. Scott M Johnson

health and safety has always been a priority in this district. we always get in the required number of fire drills and lock down drills

Mrs. Marianne Jasen, Board Member - 10/16/2025, 4:48:15 PM

- Mrs. Marianne Jasen

See overall reflections and comments.

- Mr. Brian Laible

As I mentioned before with committees, it would be helpful to have a better understanding of how decisions are arrived at. The more we know, the more confidently we can support proposals.

- Danyelle Anthon

The planning of our new capital project that will be voted on in December 2025 has been a direct result of the Building Use Survey and our building use committee. We work diligently to address the needs of our facilities to keep students and staff healthy and safe in our buildings.

Mr. Peter Bellanti, Board President - 10/8/2025, 1:29:32 PM

- Mr. Peter Bellanti

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.

Effective

Performance meets the criteria

Noteworthy evidence and observation demonstrates the board's effective performance. The board has satisfactorily met the criteria and has shown an improvement in board operations and relations with the superintendent, staff and community. The board should cite specific data or evidence that supports this rating.

Reflections and Comments

Yes we do.

- Dirk Rabenold

Mrs. Amy Battaglia, Board Member - 10/16/2025, 7:07:51 PM

- Mrs. Amy Battaglia

The audit committee consists of two board members and two community members along with Mr. Feldmann's staff. After the committee approves reports, they go to the full board. This has worked well for several years, and should continue even after a change in auditors

Mr. Scott M Johnson, Board Member - 10/16/2025, 3:22:21 PM

- Mr. Scott M Johnson

thanks to those that serve on the audit committee

Mrs. Marianne Jasen, Board Member - 10/16/2025, 4:48:57 PM

- Mrs. Marianne Jasen

See overall reflections and comments.

- Mr. Brian Laible

As I mentioned before with committees, it would be helpful to have a better understanding of how decisions are arrived at. The more we know, the more confidently we can support proposals.

- Danyelle Anthon

Mr. Peter Bellanti, Board President - 10/8/2025, 1:29:45 PM

- Mr. Peter Bellanti

4.E

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

Effective

Performance meets the criteria

Noteworthy evidence and observation demonstrates the board's effective performance. The board has satisfactorily met the criteria and has shown an improvement in board operations and relations with the superintendent, staff and community. The board should cite specific data or evidence that supports this rating.

Reflections and Comments

I believe we hire on merit and character.
- Dirk Rabenold

Mrs. Amy Battaglia, Board Member - 10/16/2025, 7:08:13 PM
- Mrs. Amy Battaglia

Repeat from last year:
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 - 10/16/2025, 3:22:59 PM
- Mr. Scott M Johnson

as appropriate is transformed we should continue to be updated
Mrs. Marianne Jasen, Board Member - 10/16/2025, 4:49:53 PM
- Mrs. Marianne Jasen

See overall reflections and comments.
- Mr. Brian Laible

I would appreciate more information on the APPR process.
- Danyelle Anthon

Over the past few years we have hired many highly effective teachers, administrators, and staff. We provide professional development to support the APPR needs of our teachers.
Mr. Peter Bellanti, Board President - 10/8/2025, 1:33:56 PM
- Mr. Peter Bellanti

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.

Overall Reflections and Comments for the Ethical Leadership Standard

See individual comments
Mr. Scott M Johnson, Board Member - 10/16/2025, 3:23:31 PM
- Mr. Scott M Johnson

I believe the Board always puts the students' interests first and acts with integrity and ethically.
- Mr. Brian Laible

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

Effective

Performance meets the criteria

Noteworthy evidence and observation demonstrates the board’s effective performance. The board has satisfactorily met the criteria and has shown an improvement in board operations and relations with the superintendent, staff and community. The board should cite specific data or evidence that supports this rating.

Reflections and Comments

Yes we do
- Dirk Rabenold

Mrs. Amy Battaglia, Board Member - 10/16/2025, 7:08:27 PM
- Mrs. Amy Battaglia

Repeat from last year:
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 - 10/16/2025, 3:25:35 PM
- Mr. Scott M Johnson

although we have a good graduation rate I still would like us to find ways to reach out to that small percentage of kids for whatever reason don't graduate
Mrs. Marianne Jasen, Board Member - 10/16/2025, 4:51:20 PM
- Mrs. Marianne Jasen

See overall reflections and comments.
- Mr. Brian Laible

We trip over DEI constantly, we really need to have a conversation that level sets what it means for us here at SH, how we are using it, and what data comes out the other side to showcase our achievement gains.
- Danyelle Anthon

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

Effective

Performance meets the criteria

Noteworthy evidence and observation demonstrates the board's effective performance. The board has satisfactorily met the criteria and has shown an improvement in board operations and relations with the superintendent, staff and community. The board should cite specific data or evidence that supports this rating.

Reflections and Comments

Mostly, unless we are watching a Bills game.

- Dirk Rabenold

Mrs. Amy Battaglia, Board Member - 10/16/2025, 7:08:43 PM

- Mrs. Amy Battaglia

As previously noted, I believe we all do this well already. People know us outside of schools, so we need to be ready at any time. While we do well, I think we should be spending more time in the schools (for those who can) to show students and staff what we already do in our meetings

Mr. Scott M Johnson, Board Member - 10/16/2025, 3:28:24 PM

- Mr. Scott M Johnson

I feel we all try and show respect to each other as well as people who address us in our open forums

Mrs. Marianne Jasen, Board Member - 10/16/2025, 4:52:34 PM

- Mrs. Marianne Jasen

See overall reflections and comments.

- Mr. Brian Laible

Things get emotional, we are all human, and it's hard to leave that at the door. We can always do better with this.

- Danyelle Anthon

Mr. Peter Bellanti, Board President - 10/8/2025, 1:34:26 PM

- Mr. Peter Bellanti

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

Performance meets the criteria

Noteworthy evidence and observation demonstrates the board's effective performance. The board has satisfactorily met the criteria and has shown an improvement in board operations and relations with the superintendent, staff and community. The board should cite specific data or evidence that supports this rating.

Reflections and Comments

Well understood.

- Dirk Rabenold

Mrs. Amy Battaglia, Board Member - 10/16/2025, 7:09:02 PM

- Mrs. Amy Battaglia

I think the board has always done this consistently well

Mr. Scott M Johnson, Board Member - 10/16/2025, 3:32:35 PM

- Mr. Scott M Johnson

we all realize why this is so important we can never act alone that doesn't mean we always agree with each other but I feel we are respectful to each other

Mrs. Marianne Jasen, Board Member - 10/16/2025, 4:54:14 PM

- Mrs. Marianne Jasen

See overall reflections and comments.

- Mr. Brian Laible

No notes

- Danyelle Anthon

Mr. Peter Bellanti, Board President - 10/8/2025, 1:34:49 PM

- Mr. Peter Bellanti

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

Effective

Performance meets the criteria

Noteworthy evidence and observation demonstrates the board's effective performance. The board has satisfactorily met the criteria and has shown an improvement in board operations and relations with the superintendent, staff and community. The board should cite specific data or evidence that supports this rating.

Reflections and Comments

Code of ethics.

- Dirk Rabenold

Mrs. Amy Battaglia, Board Member - 10/16/2025, 7:09:10 PM

- Mrs. Amy Battaglia

we have always done this, even to and extreme. The most recent example I can think of was approving personnel items. I board member's relative was retiring, so they abstained on the vote

Mr. Scott M Johnson, Board Member - 10/16/2025, 3:34:32 PM

- Mr. Scott M Johnson

we all know when we need to abstain from certain votes and we ask if we are unsure ie when a vote come up about baseball Peter will abstain

Mrs. Marianne Jasen, Board Member - 10/16/2025, 4:56:00 PM

- Mrs. Marianne Jasen

See overall reflections and comments.

- Mr. Brian Laible

No notes

- Danyelle Anthon

Mr. Peter Bellanti, Board President - 10/8/2025, 1:35:14 PM

- Mr. Peter Bellanti

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

Effective

Performance meets the criteria

Noteworthy evidence and observation demonstrates the board's effective performance. The board has satisfactorily met the criteria and has shown an improvement in board operations and relations with the superintendent, staff and community. The board should cite specific data or evidence that supports this rating.

Reflections and Comments

I believe we do.

- Dirk Rabenold

Mrs. Amy Battaglia, Board Member - 10/16/2025, 7:09:23 PM

- Mrs. Amy Battaglia

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 - 10/16/2025, 3:34:59 PM

- Mr. Scott M Johnson

would like to see our code of ethics

Mrs. Marianne Jasen, Board Member - 10/16/2025, 4:56:47 PM

- Mrs. Marianne Jasen

See overall reflections and comments.

- Mr. Brian Laible

No notes

- Danyelle Anthon

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

Comments by the Individual Board Members (Private)

Dirk Rabenold, Board Member - 10/16/2025, 10:16:45 PM
- Dirk Rabenold

Mrs. Amy Battaglia, Board Member - 10/16/2025, 7:09:43 PM
- Mrs. Amy Battaglia

Overall, I am very happy with the way the board operates. We each bring different backgrounds and skill sets to the table, and make the mesh for the good of the district. This tool provides room for us to add information through the school year. We should be using that to help us do a deeper reflection into ourselves.

Mr. Scott M Johnson, Board Member - 10/16/2025, 3:38:10 PM
- Mr. Scott M Johnson

Danyelle Anthon, Board Member - 10/8/2025, 1:42:03 PM
- Danyelle Anthon

Mr. Peter Bellanti, Board President - 10/8/2025, 1:38:01 PM
- Mr. Peter Bellanti



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.