Evaluation of the Board

Each individual board member shall annually review the code of governance as a basis for evaluating his/her own conduct as an elected representative of the board of directors. Collectively, the board shall evaluate its performance in terms of its four major functions:

A. Vision: The board shall demonstrate its responsibility for providing a community vision of its schools by:
   1. Working with the community to determine the district's educational program and what students need to know and be able to do;
   2. Formulating educational goals based on these community expectations and the needs of students;
   3. Encouraging leadership, instruction and assessment, and curriculum development activities directed toward goals; and
   4. Annually reviewing the district's progress and direction against its vision.

B. Structure: The board shall demonstrate its responsibilities for establishing an organizational structure by:
   1. Enacting policies that provide a definite course of action;
   2. Monitoring the implementation of policies;
   3. Employing qualified staff;
   4. Reviewing proposed labor agreements, staffing recommendations and staff evaluations;
   5. Formulating budgets; and
   6. Working to ensure a healthy learning and working environment that supports continuous improvement.

C. Accountability: The board shall demonstrate accountability by:
   1. Reviewing budget proposals, revenues and expenditures;
   2. Approving materials, equipment and/or methods consistent with goals;
   3. Requiring and monitoring periodic evaluations of school programs.
   4. Reviewing building and grounds maintenance and needs,
   5. Reviewing transportation services and other support services; and
   6. Initiating and reviewing internal and external audits.
D. Advocacy: The board shall advocate for education and on behalf of students and their schools by:
   1. Keeping the community informed about its schools;
   2. Participating in school and community activities; and
   3. Encouraging citizen involvement in the schools.

Board Annual Goals

The Board of Directors sets annual goals for the purpose of advancing the Board adopted Strategic Plan Goals. These annual goals are focused on Fiduciary responsibility, policy development and implementation, legislative advocacy, community outreach and innovation. These goals will be prioritized by the Board based on the following criteria:
   1. Is there a legal requirement that requires action
   2. Alignment to the Strategic Plan Goals
   3. Alignment to the Strategic Plan Benchmarks
   4. Assists in furthering community initiatives
   5. Fosters innovation for achievement

Community Involvement

The Board of Directors are elected representatives of the community and will seek community feedback throughout the year in both formal and informal ways. One formal process for community feedback will be public comment.

12-Month Cycle

The following annual cycle will be implemented to support the development and advancement of the Board’s Annual Goals. The dates below are established as “to be completed by”. For example, “the Superintendent’s evaluation to be completed by the end of June”. Three times a year, the Board will participate in a brief electronic “self-monitoring report” on their progress toward their annual goals. The President and Vice President will summarize the results and confer with the full Board to determine if Board development or further action is needed.

June
   • Completion of the Superintendent’s evaluation by the Board of the Directors.
   • Regular scheduled Board meetings.

July
• Board will discuss potential goals and begins to get community feedback on Board Goals through their normal constituent outreach.
• Board reviews annual goal “self-monitoring report”.
• Board Legislative Representative is elected (every two years).
• Board committee membership is established by the President and Vice President.
• Regular scheduled Board meetings.

**August**
- Board completes the WSSDA self-evaluation (Policy 1820).
- Adopts the District Budget.
- Board hosts a retreat to:
  - Review draft annual goals.
    - Board committee membership is reviewed.
  - Superintendent established annual goals – through departments’ Key Performance Indicators (KPIs).
  - Review Board Code of Conduct and Conflict of Interest
- Regular scheduled Board meetings.

**September**
- Board publically communicates annual goals at a Board business meeting.
- Regular scheduled Board meetings.

**October**
- Regular scheduled Board meetings.
- Review Superintendent 9 week evidence.

**November**
- Board adopts the annual legislative agenda.
- Regular scheduled Board meetings.

**December**
- Board Officer Elections.
- Board annual goal “self-monitoring report”.
- Regular scheduled Board meetings.

**January**
- President and Vice president self-monitoring report and determine action steps.
- Regular scheduled Board meetings.

**February**
- Board approves finalized School Improvement Plans for the current academic year.
• Regular scheduled Board meetings.
• Review Superintendent 18 week evidence.

March
• Board annual goal “self-monitoring report”.
• Regular scheduled Board meetings.

April
• Board reviews the Superintendent 27 week evidence, evaluation criteria and process.
• President and Vice president self-monitoring report and determine action steps.
• Regular scheduled Board meetings.

May
• Board reviews Superintendent’s goal evidence for the current school year.
• Regular scheduled Board meetings.

Adoption Date: 3/11/99, Revised 11/08/18
Cross Reference: Board Policy 0100
                        Board Policy 1240
                        Board Policy 1630
                        Board Policy 1810