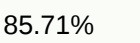
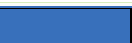


Survey Title: School Board Self Assessment [7 responses]
Report Type: Bar Graph
Start Date: 05-May-2009
End Date: 31-Dec-2009
Invitations Sent: 11
Delivered: 10
Bounced: 1
Completed Responses: 7
Response Rate: 70.00%
Incomplete Responses: 0
Incomplete responses included in this report: 0

School Board Self-Evaluation School Board Role A. Individual Evaluation (for individual use ONLY; will be discussed in Open Meeting as this evaluation relates to the performance of yourself)

1. Individual Evaluation (for individual use ONLY; will be discussed in Open Meeting as this evaluation relates to the performance of yourself)

		Well below expectations	Below expectations	Insufficient evidence to determine rating	Meets expectations	Above expectations	Did not answer	Total
(a)	Regularly attends Board meetings.	[0] 0% 	[0] 0% 	[0] 0% 	[4] 57.14% 	[3] 42.86% 	0	7
(b)	Openly discusses issues and respects Board members' different points of view.	[0] 0% 	[0] 0% 	[0] 0% 	[6] 85.71% 	[1] 14.29% 	0	7
(c)	Honors confidentiality of executive Board sessions.	[0] 0% 	[0] 0% 	[0] 0% 	[5] 71.43% 	[2] 28.57% 	0	7
(d)	Seeks advice of counsel on issues related to conflict of	[0] 0% 	[0] 0% 	[0] 0% 	[6] 85.71% 	[1] 14.29% 	0	7

	interest.							
(e)	Participates in professional meetings and training programs.	[0] 0% 	[1] 14.29% 	[0] 0% 	[4] 57.14% 	[2] 28.57% 	0	7
(f)	Refrains from directing and/or interfering in the daily administration of the school division.	[0] 0% 	[0] 0% 	[0] 0% 	[5] 71.43% 	[2] 28.57% 	0	7
(g)	Attends school, staff, and community functions.	[0] 0% 	[3] 42.86% 	[0] 0% 	[4] 57.14% 	[0] 0% 	0	7
(h)	Implements an annual Personal Improvement Plan as an individual School Board Member.	[1] 14.29% 	[0] 0% 	[0] 0% 	[6] 85.71% 	[0] 0% 	0	7

COMMENTS:

Q2(b). Ratings below expectations or well below expectations must be supported by comment.: Openly discusses issues and respects Board members' different points of view.

- 1.
- 2.
- 3.
- 4.
- 5.
6. Agree to disagree on some issues

Q2(e). Ratings below expectations or well below expectations must be

supported by comment.: Participates in professional meetings and training programs.

- 1.
- 2.
- 3.
4. Attended Darden-Curry Educational Leaders program
- 5.

Q2(f). Ratings below expectations or well below expectations must be supported by comment.: Refrains from directing and/or interfering in the daily administration of the school division.

- 1.
- 2.
- 3.
- 4.
- 5.
6. I allow staff to do their job

Q2(g). Ratings below expectations or well below expectations must be supported by comment.: Attends school, staff, and community functions.

- 1.
- 2.
- 3.
- 4.
- 5.
6. Work responsibilities take precedence
7. I should do more.

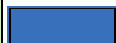
School Board Self-Evaluation School Board Role B. School Board as a Collective Body								
3. Please answer the questions below as they relate to the School Board as a Collective Body.								
		Well below expectations	Below expectations	Insufficient evidence to determine rating	Meets expectations	Above expectations	Did not answer	Total

(a)	Vision and Mission - Establish and communicate a clear mission and the Strategic Plan for the School Division.	[0] 0% 	[0] 0% 	[0] 0% 	[6] 85.71% 	[1] 14.29% 	0	7
(b)	School Laws - Ensure that the school laws are properly explained, enforced, and observed.	[0] 0% 	[0] 0% 	[0] 0% 	[6] 85.71% 	[1] 14.29% 	0	7
(c)	Conduct Public School Business - Obtain as much information as possible about the conduct of the public schools in the school division and take care that they are conducted according to law and with the utmost efficiency.	[0] 0% 	[0] 0% 	[0] 0% 	[5] 71.43% 	[2] 28.57% 	0	7
(d)	Property of the School Division - Care for, manage, and control the property of the school division and provide for the erecting, furnishing, and equipping of necessary school buildings and appurtenances and the maintenance	[0] 0% 	[0] 0% 	[0] 0% 	[5] 71.43% 	[2] 28.57% 	0	7

	thereof.							
(e)	Consolidation of Schools (if applicable) - Provide for the consolidation of schools whenever such procedure will contribute to the efficiency of the school division.	[0] 0% 	[0] 0% 	[1] 14.29% 	[6] 85.71% 	[0] 0% 	0	7
(f)	Operation of the School Division - Insofar as not inconsistent with State statutes and regulations of the Board of Education, operate and maintain the public schools in the school division and determine the length of the school term, the studies to be pursued, the methods of teaching and the government to be employed in the schools.	[0] 0% 	[0] 0% 	[0] 0% 	[5] 71.43% 	[2] 28.57% 	0	7
(g)	Instructional and Management Priorities - Establish instructional and management priorities to support the achievement of the Division vision, mission, and goals and evaluate	[0] 0% 	[0] 0% 	[1] 14.29% 	[4] 57.14% 	[2] 28.57% 	0	7

	progress on achieving these priorities.							
(h)	Policy Making - Develop and adopt policies that determine the operation of the Albemarle County Public Schools.	[0] 0% 	[0] 0% 	[0] 0% 	[6] 85.71% 	[1] 14.29% 	0	7
(i)	Superintendent - Recruit, hire and evaluate the Superintendent who will carry out the policies of the Board in accordance with existing laws and regulations of the Commonwealth of Virginia.	[0] 0% 	[0] 0% 	[0] 0% 	[6] 85.71% 	[1] 14.29% 	0	7
(j)	Budget Adoption - Adopt an annual budget that will provide the financial basis for buildings, furnishings, staff, materials, equipment, and transportation needed to educate the students of Albemarle County.	[0] 0% 	[1] 14.29% 	[0] 0% 	[5] 71.43% 	[1] 14.29% 	0	7
(k)	Financial Accountability - Ensure that all funds are accurately accounted for and disbursed according to the	[0] 0% 	[0] 0% 	[0] 0% 	[6] 85.71% 	[1] 14.29% 	0	7

	adopted budget.							
(l)	Personnel - Establish policies governing salaries and salary schedules, terms and conditions of employment, fringe benefits, leave and in-service training and equitable evaluation for all employees.	[0] 0%	[2] 28.57%	[0] 0%	[5] 71.43%	[0] 0%	0	7
(m)	Appointment of Staff - Act on personnel recommendations of Superintendent and enter into contract with such personnel when required by law.	[0] 0%	[0] 0%	[0] 0%	[7] 100.00%	[0] 0%	0	7
(n)	Communicating with Various Constituencies - Communicate with various constituencies to receive input and gather support for public education.	[0] 0%	[2] 28.57%	[0] 0%	[4] 57.14%	[1] 14.29%	0	7
(o)	Communicating with Board of Supervisors and Legislative Officials - Communicate with elected and legislative officials to receive input, recommend	[0] 0%	[0] 0%	[0] 0%	[6] 85.71%	[1] 14.29%	0	7

	legislation, and gather support for public education.							
(p)	Communication with School Division Employees - Communicate with employees by visitation and other means to receive input and convey information.	[0] 0% 	[2] 28.57% 	[0] 0% 	[5] 71.43% 	[0] 0% 	0	7
(q)	Adjudication - Act as final adjudicator as delineated by policy, federal and state regulations and statutes.	[0] 0% 	[0] 0% 	[0] 0% 	[7] 100.00% 	[0] 0% 	0	7
(r)	Office Protocol - Follow office protocol as defined for the School Board and Superintendent.	[0] 0% 	[0] 0% 	[0] 0% 	[6] 85.71% 	[1] 14.29% 	0	7
(s)	Responsive to Changing Needs of School Division - Open to new directions and flexible in responding to changing needs during year.	[0] 0% 	[0] 0% 	[0] 0% 	[5] 71.43% 	[2] 28.57% 	0	7
(t)	Respect of School Board as an Institution - Respects other Board members regardless of beliefs, practices team and	[0] 0% 	[0] 0% 	[0] 0% 	[4] 57.14% 	[3] 42.86% 	0	7

	consensus building, and resolves conflicts in a professional manner.							
(u)	School Board Improvement - Implements an annual Improvement Plan for the School Board as a whole.	[0] 0% 	[2] 28.57% 	[1] 14.29% 	[4] 57.14% 	[0] 0% 	0	7

COMMENTS FROM EVALUATION AS A COLLECTIVE BODY:

Q4(a). Ratings below expectations or well below expectations must be supported by comment.: Vision and Mission - Establish and communicate a clear mission and the Strategic Plan for the School Division.

- 1.
- 2.
- 3.
4. School visits helpful at start of year & in May
- 5.

Q4(e). Ratings below expectations or well below expectations must be supported by comment.: Consolidation of Schools (if applicable) - Provide for the consolidation of schools whenever such procedure will contribute to the efficiency of the school division.

- 1.
- 2.
- 3.
4. Master planning process underway
- 5.

Q4(g). Ratings below expectations or well below expectations must be supported by comment.:

Instructional and Management Priorities - Establish instructional and management priorities to support the achievement of the Division vision, mission, and goals and evaluate progress on achieving these priorities.

- | |
|--|
| 1. |
| 2. |
| 3. |
| 4. Needs to be in our balanced scorecard |
| 5. |

Q4(i). Ratings below expectations or well below expectations must be supported by comment.:

Superintendent - Recruit, hire and evaluate the Superintendent who will carry out the policies of the Board in accordance with existing laws and regulations of the Commonwealth of Virginia.

- | |
|---|
| 1. |
| 2. |
| 3. |
| 4. |
| 5. |
| 6. |
| 7. We should be giving the Superintendent more feedback |

Q4(j). Ratings below expectations or well below expectations must be supported by comment.:

Budget Adoption - Adopt an annual budget that will provide the financial basis for buildings, furnishings, staff, materials, equipment, and transportation needed to educate the students of Albemarle County.

- | |
|--|
| 1. |
| 2. |
| 3. |
| 4. COURAGEOUS, CONFIDENT, and CREATIVE |
| 5. |
| 6. |

7. Cut backs in 09-10 Budget will negatively impact s

Q4(l). Ratings below expectations or well below expectations must be supported by comment.: Personnel - Establish policies governing salaries and salary schedules, terms and conditions of employment, fringe benefits, leave and in-service training and equitable evaluation for all employees.

1.

2. Salaries are still below market.

3.

4. Need to pursue new teacher compensation models

5.

6.

7. Failed to maintain competitive strategy.

Q4(n). Ratings below expectations or well below expectations must be supported by comment.: Communicating with Various Constituencies - Communicate with various constituencies to receive input and gather support for public education.

1.

2.

3.

4. Electronic
SchlBrd;TeleForums;Commo
Officer;Visits

5.

6.

7. We failed to gather support for budget

Q4(o). Ratings below expectations or well below expectations must be supported by comment.: Communicating with Board of Supervisors and Legislative Officials - Communicate with elected and legislative officials to receive input, recommend legislation, and gather support for public education.

1.

2.
3.
4. Legislative work got even better in 2008-09
5.

Q4(p). Ratings below expectations or well below expectations must be supported by comment.: Communication with School Division Employees - Communicate with employees by visitation and other means to receive input and convey information.

1.
2. Employees still feel Board is distance and does no
3.
4. School visits helpful - Do 3 as a board next year.
5.

Q4(s). Ratings below expectations or well below expectations must be supported by comment.: Responsive to Changing Needs of School Division - Open to new directions and flexible in responding to changing needs during year.

1.
2.
3.
4. Instr. Coaching Model; Work session input/feedback
5.

Q4(u). Ratings below expectations or well below expectations must be supported by comment.: School Board Improvement - Implements an annual Improvement Plan for the School Board as a whole.

1.
2.
3.
4. We need standing committees to org strategic work
5.

