

2010 School Board Self-Evaluation and Evaluation of the Board as a Whole Results

- 1 Well below expectations; demonstrates an unacceptable level of ability which requires prompt attention to correct weakness
- 2 Below expectations; demonstrates a need for attention to areas of concern in order to improve effectiveness
- 3 Insufficient evidence to determine rating
- 4 Meets expectations; demonstrates effective skills and proficiency
- 5 Above expectations; demonstrates exemplary initiative and innovation

Role	Rating	Comments
A. Individual Board Members		
1.1 Regularly attends Board meetings	3 Above Expectations 3 Meets Expectations	
1.2 Openly discusses issues and respects Board members' different points of view	3 Above Expectations 3 Meets Expectations	
1.3 Honors confidentiality of executive Board sessions	2 Above Expectations 4 Meets Expectations	
1.4 Seeks advice of counsel on issues related to conflict of interest	1 Above Expectations 4 Meets Expectations 1 Insufficient Evidence to Determine Rating	Have never attended professional meetings or training
1.5 Participates in professional meetings and training programs	1 Above Expectations 4 Meets Expectations 1 Below Expectations	
1.6 Refrains from directing and/or interfering in the daily administration of the school division	3 Above Expectations 3 Meets Expectations	
1.7 Attends school, staff, and community functions	4 Meets Expectations 2 Below Expectations	
1.8 Implements an annual Personal Improvement Plan as an individual School Board Member	4 Meets Expectations 2 Insufficient Evidence to Determine Rating	

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B. School Board as a Collective Body		
1.1 Vision and Mission Establish and communicate a clear mission and the Strategic Plan for the School Division.	2 Above Expectations 3 Meeting Expectations 1 Below Expectations	- This work needs a continual focus and work. - Apparently not...budget process. - We should do better at communicating to the community.
1.2 School Laws Ensure that the school laws are properly explained, enforced, and observed.	2 Above Expectations 3 Meeting Expectations 1 Below Expectations	HR mistakes ultimately reside with us.
1.3 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.	2 Above Expectations 3 Meeting Expectations 1 Below Expectations	HR mistakes.
1.4 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 thereof.	1 Above Expectations 4 Meets Expectations 1 Insufficient Evidence to Determine Rating	Area of concern for next few years.
1.5 Consolidation of Schools (if applicable) Provide for the consolidation of schools whenever such procedure will contribute to the efficiency of the school division.	4 Meets Expectations 2 Meets Expectations	- Remains an area of concern (for me). - Community value vs. efficiency.
1.6 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	2 Above Expectations 4 Meets Expectations	

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term, the studies to be pursued, the methods of teaching and the government to be employed in the schools.		
1.7 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.	2 Above Expectations 3 Meets Expectations 1 Insufficient Evidence to Determine Rating	Emphasis on 21 st Century skills
1.8 Policy Making Develop and adopt policies that determine the operation of the Albemarle County Public Schools.	1 Above Expectations 5 Meets Expectations	
1.9 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.	3 Above Expectations 3 Meets Expectations	
1.10 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.	3 Meets Expectations 2 Below Expectations 1 Well Below Expectations	• Our current budget does not accomplish this. • We appear confused to the public. • We failed to convince BOS of our needs.
1.11 Financial Accountability Ensure that all funds are accurately accounted for and disbursed according to the adopted budget.	1 Above Expectations 5 Meets Expectations	
1.12 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 Above Expectations 4 Meets Expectations 1 Below Expectations	Fall short on evaluations

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1.13 Appointment of Staff Act on personnel recommendations of Superintendent and enter into contract with such personnel when required by law.	1 Above Expectations 5 Meets Expectations	
1.14 Communicating with Various Constituencies Communicate with various constituencies to receive input and gather support for public education	3 Meets Expectations 3 Below Expectations	- Accomplished this only with a portion of our community. - we need to communicate better.
1.15 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.	3 Meets Expectations 3 Below Expectations	Again, failed with the BOS.
1.16 Communication with School Division Employees Communicate with employees by visitation and other means to receive input and convey information.	5 Meets Expectations 1 Below Expectations	
1.17 Adjudication Act as final adjudicator as delineated by policy, federal and state regulations and statutes.	2 Above Expectations 4 Meets Expectations	
1.18 Office Protocol Follow office protocol as defined for the School Board and Superintendent.	2 Above Expectations 4 Meets Expectations	
1.19 Responsive to Changing Needs of School Division Open to new directions and flexible in responding to changing needs during year.	2 Above Expectations 4 Meets Expectations	Sometimes responding too quickly for our community.

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Role	Rating	Comments
1.20 Respect of School Board as an Institution Respects other Board members regardless of beliefs, practices team and consensus building, and resolves conflicts in a professional manner.	4 Above Expectations 2 Meets Expectations	
1.21 School Board Improvement Implements an annual Improvement Plan for the School Board as a whole.	2 Meets Expectations 4 Insufficient Evidence to Determine Rating	