

Survey Title: School Board Self-Evaluation
Report Type: Bar Graph
Start Date: 25-May-11
End Date: 3-Jun-11
Invitations Sent: 7
Delivered: 7
Bounced: 0
Completed Responses: 7
Response Rate: 100.00%
Incomplete Responses: 0
Incomplete responses included in this report: 0

Q1. 1.1 Regularly attends Board meetings				
Responses	Count	Assigned Weight	%	Percentage of total respondents
1 - Well Below Expectations	0	1	0%	
2	0	2	0%	
3 - Insufficient Evidence	0	3	0%	
4	5	4	71.43%	
5 - Above Expectations	2	5	28.57%	
(Did not answer)	0	NULL	0%	
Weighted Score : 4.29				
Total Responses	7			20% 40% 60% 80% 100%

Q2. 1.1 Comment	
Response(s)	
3	Attend over 90% of the regular meetings and worksessions.

Q3. 1.2 Openly discusses issues and respects Board members' different points of view				
Responses	Count	Assigned Weight	%	Percentage of total respondents
1 - Well Below Expectations	0	1	0%	
2	0	2	0%	
3 - Insufficient Evidence	1	3	14.29%	
4	4	4	57.14%	
5 - Above Expectations	2	5	28.57%	
(Did not answer)	0	NULL	0%	
Weighted Score : 4.14				
Total Responses	7		20%	40% 60% 80% 100%

Q4. 1.2 Comment	
Response(s)	
3	The process has improved since 2010 but more robust debate on school policies should occur at public Board meetings.

Q5. 1.3 Honors confidentiality of Closed Board meetings				
Responses	Count	Assigned Weight	%	Percentage of total respondents
1 - Well Below Expectations	0	1	0%	
2	0	2	0%	
3 - Insufficient Evidence	0	3	0%	
4	6	4	85.71%	
5 - Above Expectations	1	5	14.29%	
(Did not answer)	0	NULL	0%	
Weighted Score : 4.14				
Total Responses	7		20%	40% 60% 80% 100%

Q6. 1.3 Comment

Response(s)

3 This is a "yes or no" question and should not be subject to a Likert Scale. Either Board members honor the confidentiality or they do not. You cannot fall below or above expectations. The only two valid responses are 2 or 4.

Q7. 1.4 Seeks advice of counsel on issues related to conflict of interest.

Responses	Count	Assigned Weight	%	Percentage of total respondents
1 - Well Below Expectations	0	1	0%	
2	0	2	0%	
3 - Insufficient Evidence	2	3	28.57%	
4	4	4	57.14%	
5 - Above Expectations	1	5	14.29%	
(Did not answer)	0	NULL	0%	
Weighted Score : 3.86				
Total Responses	7			20% 40% 60% 80% 100%

Q8. 1.4 Comment

Response(s)

1 I have contacted counsel on several issues related to board work.

3 Have not had to perform this exercise as of yet during my tenure on the Board.

Q9. 1.5 Participates in professional meetings and training sessions								
Responses	Count	Assigned Weight	%	Percentage of total respondents				
1 - Well Below Expectations	0	1	0%					
2	2	2	28.57%					
3 - Insufficient Evidence	0	3	0%					
4	3	4	42.86%					
5 - Above Expectations	2	5	28.57%					
(Did not answer)	0	NULL	0%					
Weighted Score : 3.71								
Total Responses	7			20%	40%	60%	80%	100%

Q10. 1.5 Comment	
Response(s)	
1	I have attended every opportunity that has been made available.
3	Using university 3 credit courses that span 4 months each to meet the legal continuing education requirements for Board membership.
4	I will be attending my first VSBA School Law Conference, June 3, and VSBA Orientation for New Board Members and Superintendents, July 25.
7	Would like to attend more if I have the time

Q11. 1.6 Refrains from directing and/or interfering thee daily administration of the school division.								
Responses	Count	Assigned Weight	%	Percentage of total respondents				
1 - Well Below Expectations	0	1	0%					
2	0	2	0%					
3 - Insufficient Evidence	1	3	14.29%					
4	4	4	57.14%					
5 - Above Expectations	2	5	28.57%					
(Did not answer)	0	NULL	0%					
Weighted Score : 4.14								
Total Responses	7			20%	40%	60%	80%	100%

Q12. 1.7 Comment	
Response(s)	
3	Unsure. Is debating and advocating for changes in the form of the daily class schedule and teacher workload (number of courses and students) directing the daily administration of the school division?

Q13. 1.8 Implements an annual Personal Improvement Plan as an individual School Board Member.								
Responses	Count	Assigned Weight	%	Percentage of total respondents				
1 - Well Below Expectations	0	1	0%					
2	1	2	14.29%					
3 - Insufficient Evidence	1	3	14.29%					
4	3	4	42.86%					
5 - Above Expectations	2	5	28.57%					
(Did not answer)	0	NULL	0%					
Weighted Score : 3.86								
Total Responses	7			20%	40%	60%	80%	100%

Q14. 1.8 Comment

Response(s)

1	I have a list of personal expectations for my service on the board.
3	Using university 3 credit courses that span 4 months each to meet the legal continuing education requirements for Board membership. The courses are part of a formal degree program covering 2.5 years.
5	No clear plans with smart goals

Q15. 1.1 Vision and Mission: Establish and communicate a clear mission and the Strategic Plan for the School Division.

Responses	Count	Assigned Weight	%	Percentage of total respondents
1 - Well Below Expectations	0	1	0%	
2	4	2	57.14%	
3 - Insufficient Evidence	0	3	0%	
4	3	4	42.86%	
5 - Above Expectations	0	5	0%	
(Did not answer)	0	NULL	0%	
Weighted Score : 2.86				
Total Responses	7			20% 40% 60% 80% 100%

Q16. 1.1 Comment

Response(s)

1	Communication of mission and plan lacks form and substance.
3	The mission and strategic plan is obscure.
5	We haven't communicated as clearly as we should
7	We have lost touch with the community in some ways and need to get back on track

Q17. 1.2 School Laws: Ensure that the school laws are properly explained, enforced, and observed.								
Responses	Count	Assigned Weight	%	Percentage of total respondents				
1 - Well Below Expectations	0	1	0%					
2	1	2	14.29%					
3 - Insufficient Evidence	0	3	0%					
4	6	4	85.71%					
5 - Above Expectations	0	5	0%					
(Did not answer)	0	NULL	0%					
Weighted Score : 3.71								
Total Responses	7			20%	40%	60%	80%	100%

Q18. 1.2 Comment	
Response(s)	
3	We have administrators at the school level either knowingly or unknowingly violating school policies.
7	We have gotten a much better handle on discipline cases lately

Q19. 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.								
Responses	Count	Assigned Weight	%	Percentage of total respondents				
1 - Well Below Expectations	0	1	0%					
2	1	2	14.29%					
3 - Insufficient Evidence	1	3	14.29%					
4	4	4	57.14%					
5 - Above Expectations	1	5	14.29%					
(Did not answer)	0	NULL	0%					
Weighted Score : 3.71								
Total Responses	7			20%	40%	60%	80%	100%

Q20. 1.3 Comment	
Response(s)	
5	We have had some difficulties this year. We should have been more on top of the problems with technology and the student information system

Q21. 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.								
Responses	Count	Assigned Weight	%	Percentage of total respondents				
1 - Well Below Expectations	0	1	0%					
2	2	2	28.57%					
3 - Insufficient Evidence	0	3	0%					
4	4	4	57.14%					
5 - Above Expectations	1	5	14.29%					
(Did not answer)	0	NULL	0%					
Weighted Score : 3.57								
Total Responses	7			20%	40%	60%	80%	100%

Q22. 1.4 Comment	
Response(s)	
2	Lack of CIP support should be a concern. The inattention is showing NOW: WAHS track, Greer addition, etc.
3	Theft of technology, use of modular buildings, needs for routine repair and maintenance.

Q23. 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.								
Responses	Count	Assigned Weight	%	Percentage of total respondents				
1 - Well Below Expectations	0	1	0%					
2	2	2	28.57%					
3 - Insufficient Evidence	2	3	28.57%					
4	3	4	42.86%					
5 - Above Expectations	0	5	0%					
(Did not answer)	0	NULL	0%					
Weighted Score : 3.14								
Total Responses	7			20%	40%	60%	80%	100%

Q24. 1.5 Comment	
Response(s)	
5	Keeping small schools open is an importatnt value in our community

Q25. 1.6 Operation of the School Division: Insofar as not inconsistent with State statutes and 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.

Responses	Count	Assigned Weight	%	Percentage of total respondents					
1 - Well Below Expectations	0	1	0%						
2	1	2	14.29%						
3 - Insufficient Evidence	0	3	0%						
4	6	4	85.71%						
5 - Above Expectations	0	5	0%						
(Did not answer)	0	NULL	0%						
Weighted Score : 3.71									
Total Responses	7			20%	40%	60%	80%	100%	

Q26. 1.6 Comment

Response(s)

3 Indecision and poor decisions. The calendar, the daily schedule, the teacher workload all require attention.

Q27. 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.

Responses	Count	Assigned Weight	%	Percentage of total respondents				
1 - Well Below Expectations	0	1	0%					
2	2	2	28.57%					
3 - Insufficient Evidence	0	3	0%					
4	5	4	71.43%					
5 - Above Expecations	0	5	0%					
(Did not answer)	0	NULL	0%					
Weighted Score : 3.43								
Total Responses	7			20%	40%	60%	80%	100%

Q28. 1.7 Comment

Response(s)

- | | |
|---|--|
| 1 | While priorities may exist, the focus and measurement metrics may not adequately measure progress. |
| 3 | Review of measures to track progress reveals validity concerns. |
| 5 | this is strong but we can do better with our priorities for 2011-2013 |

Q29. 1.8 Policy Making: Develop and adopt policies that determine the operation of Albemarle County Schools.								
Responses	Count	Assigned Weight	%	Percentage of total respondents				
1 - Well Below Expectations	0	1	0%					
2	1	2	14.29%					
3 - Insufficient Evidence	0	3	0%					
4	6	4	85.71%					
5 - Above Expectations	0	5	0%					
(Did not answer)	0	NULL	0%					
Weighted Score : 3.71								
Total Responses	7			20%	40%	60%	80%	100%

Q30. 1.8 Comment	
Response(s)	
1	There should be an established cycle of policy review and revision in order to keep current rather than react to changing circumstance.
3	Generally, the review of most policies have resulted in strong clarifications and improvements.
6	We should be attentive to the need to receive adequate public input before developing key policies.

Q31. 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.								
Responses	Count	Assigned Weight	%	Percentage of total respondents				
1 - Well Below Expectations	0	1	0%					
2	0	2	0%					
3 - Insufficient Evidence	0	3	0%					
4	6	4	85.71%					
5 - Above Expectations	1	5	14.29%					
(Did not answer)	0	NULL	0%					
Weighted Score : 4.14								
Total Responses	7			20%	40%	60%	80%	100%

Q32. 1.9 Comment	
Response(s)	
5	we have an outstanding Superintendent. We have had consistent leadership for 16 years.

Q33. 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.

Responses	Count	Assigned Weight	%	Percentage of total respondents					
1 - Well Below Expectations	0	1	0%						
2	4	2	57.14%						
3 - Insufficient Evidence	0	3	0%						
4	3	4	42.86%						
5 - Above Expectations	0	5	0%						
(Did not answer)	0	NULL	0%						
Weighted Score : 2.86									
Total Responses	7			20%	40%	60%	80%	100%	

Q34. 1.10 Comment

Response(s)

1	The board does what it can with what it is provided, but current economic circumstance does not allow for all that needs to be done or that which might elevate learning opportunities for our students.
2	The 2009 average cost per pupil in the US was \$10,499. We are falling fast to meet the "average". For the last 10-12 years ACPS has been an high-achieving school system, succeeding in ways that are beyond our expenditures. However, that is not sustainable for the long term. Our highly educated community expects an above average school system. Better pay attention.
3	Insufficient capital budget. Reliance on non-recurring funds for operations. Lack of detailed review of programs and effective trade-off decisions regarding priorities.
5	we are losing ground with the cuts we have made

Q35. 1.11 Financial Accountability: Ensure that all funds are accurately accounted for and disbursed according to the adopted budget.								
Responses	Count	Assigned Weight	%	Percentage of total respondents				
1 - Well Below Expectations	0	1	0%					
2	0	2	0%					
3 - Insufficient Evidence	1	3	14.29%					
4	6	4	85.71%					
5 - Above Expectations	0	5	0%					
(Did not answer)	0	NULL	0%					
Weighted Score : 3.86								
Total Responses	7			20%	40%	60%	80%	100%

Q36. 1.11 Comment	
Response(s)	
3	The Board does not receive timely financial reports and does not dedicate adequate time to review the financials at least once a month.
6	I would like to see the Board devote more time to analysis of the monthly financial reports.

Q37. 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.

Responses	Count	Assigned Weight	%	Percentage of total respondents					
1 - Well Below Expectations	0	1	0%						
2	0	2	0%						
3 - Insufficient Evidence	0	3	0%						
4	7	4	100.00%						
5 - Above Expectations	0	5	0%						
(Did not answer)	0	NULL	0%						
Weighted Score : 4.00									
Total Responses	7			20%	40%	60%	80%	100%	

Q38. 1.12 Comment

Response(s)

3	Personnel review this year has been effective (closed meeting discussions).
6	We should continue to improve communication with teachers about their work loads and schedules.

Q39. 1.13 Appointment of Staff: Act of personnel recommendations of Superintendent and enter into contract with such personnel when required by law.

Responses	Count	Assigned Weight	%	Percentage of total respondents					
1 - Well Below Expectations	0	1	0%						
2	0	2	0%						
3 - Insufficient Evidence	0	3	0%						
4	7	4	100.00%						
5 - Above Expectations	0	5	0%						
(Did not answer)	0	NULL	0%						
Weighted Score : 4.00									
Total Responses	7			20%	40%	60%	80%	100%	

Q41. 1.14 Communicating with Various Constituencies: Communicate with various constituencies to receive input and gather support for public education.

Responses	Count	Assigned Weight	%	Percentage of total respondents				
1 - Well Below Expectations	0	1	0%					
2	6	2	85.71%					
3 - Insufficient Evidence	0	3	0%					
4	1	4	14.29%					
5 - Above Expectations	0	5	0%					
(Did not answer)	0	NULL	0%					
Weighted Score : 2.29								
Total Responses	7			20%	40%	60%	80%	100%

Q42. 1.14 Comment

Response(s)

1	Communication is always an area of need. While the board endeavors to provide open and unfettered access, you can never have enough opportunity for all patrons to hear from the board and to voice their own concerns and interests.
2	We are reactive. Not proactive. Seems that is that just the process we choose.
3	Individual Board members may do this in separate meetings/gatherings, but the School Board as a body could improve substantially in engaging stakeholders (parents, teachers, students).
5	We need to do a better job of gathering support for public education
6	Our work sessions have improved communication with both the community and staff.
7	We need to reconnect with the public.

Q43. 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.

Responses	Count	Assigned Weight	%	Percentage of total respondents				
1 - Well Below Expectations	0	1	0%					
2	1	2	14.29%					
3 - Insufficient Evidence	0	3	0%					
4	5	4	71.43%					
5 - Above Expectations	1	5	14.29%					
(Did not answer)	0	NULL	0%					
Weighted Score : 3.86								
Total Responses	7			20%	40%	60%	80%	100%

Q44. 1.15 Comment

Response(s)

- | | |
|---|--|
| 1 | Both boards have made great strides in providing channels of interaction and communication. It would be beneficial to increase such efforts. |
| 2 | Much better process, thanks to Mary Hufford. |
| 3 | Our legislative liaison has performed above expectations. |
| 5 | time will tell if our strategy of engagement with the board of supervisors is working. |

Q45. 1.16 Communication with School Division Employees: Communicate with employees by visitation and other means to receive input and convey information.

Responses	Count	Assigned Weight	%	Percentage of total respondents					
1 - Well Below Expectations	0	1	0%						
2	2	2	28.57%						
3 - Insufficient Evidence	1	3	14.29%						
4	4	4	57.14%						
5 - Above Expectations	0	5	0%						
(Did not answer)	0	NULL	0%						
Weighted Score : 3.29									
Total Responses	7			20%	40%	60%	80%	100%	

Q46. 1.16 Comment

Response(s)

- | | |
|---|---|
| 1 | It would benefit all parties if there were regularly scheduled, on-site meetings with school staff to hear opinions and concerns. |
| 2 | Poor levels of communication with our employees. |
| 3 | Individual members may be doing this, but the Board as a single body has not. |

Q47. 1.17 Adjudication: Act as final adjudicator as delineated by policy, federal and state regulations and statutes.

Responses	Count	Assigned Weight	%	Percentage of total respondents				
1 - Well Below Expectations	0	1	0%					
2	0	2	0%					
3 - Insufficient Evidence	0	3	0%					
4	7	4	100.00%					
5 - Above Expectations	0	5	0%					
(Did not answer)	0	NULL	0%					
Weighted Score : 4.00								
Total Responses	7			20%	40%	60%	80%	100%

Q49. 1.18 Office Protocol: Follow office protocol as defined for the School Board and Superintendent.

Responses	Count	Assigned Weight	%	Percentage of total respondents				
1 - Well Below Expectations	0	1	0%					
2	1	2	14.29%					
3 - Insufficient Evidence	1	3	14.29%					
4	5	4	71.43%					
5 - Above Expectations	0	5	0%					
(Did not answer)	0	NULL	0%					
Weighted Score : 3.57								
Total Responses	7			20%	40%	60%	80%	100%

Q50. 1.18 Comment	
Response(s)	
2	This area needs an update. And agreement by all SB members. Goes back to how effectly we communicate with our community and employees.

Q51. 1.19 Responsive to the Changing Needs of the School Division: Open to new directions and flexible in responding to changing needs during year.									
Responses	Count	Assigned Weight	%	Percentage of total respondents					
1 - Well Below Expectations	0	1	0%						
2	1	2	14.29%						
3 - Insufficient Evidence	0	3	0%						
4	5	4	71.43%						
5 - Above Expectations	1	5	14.29%						
(Did not answer)	0	NULL	0%						
Weighted Score : 3.86									
Total Responses	7				20%	40%	60%	80%	100%

Q52. 1.19 Comment	
Response(s)	
3	The Board has been unresponsive to the concerns of parents, students, and teachers regarding the daily schedule and workload.

Q53. 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.

Responses	Count	Assigned Weight	%	Percentage of total respondents					
1 - Well Below Expectations	0	1	0%						
2	1	2	14.29%						
3 - Insufficient Evidence	0	3	0%						
4	4	4	57.14%						
5 - Above Expectations	2	5	28.57%						
(Did not answer)	0	NULL	0%						
Weighted Score : 4.00									
Total Responses	7			20%	40%	60%	80%	100%	

Q54. 1.20 Comment

Response(s)

2 This area needs work. What is said publically about others who disagree with decisions [when we are not all together] is a concern.

Q55. 1.21 School Board Improvement: Implements an annual Improvement Plan for the School Board as a whole.

Responses	Count	Assigned Weight	%	Percentage of total respondents					
1 - Well Below Expectations	2	1	28.57%						
2	1	2	14.29%						
3 - Insufficient Evidence	3	3	42.86%						
4	1	4	14.29%						
5 - Above Expectations	0	5	0%						
(Did not answer)	0	NULL	0%						
Weighted Score : 2.43									
Total Responses	7			20%	40%	60%	80%	100%	

Q56. 1.21 Comment

Response(s)

- | | |
|---|---|
| 1 | I am ignorant of such a plan, its processes, and its requirements. Without consistent and continual emphasis on a plan, does it really exist? |
| 2 | Do we have one? |
| 4 | As a new member of the board, I am not aware of an Improvement plan. |
| 5 | We need to establish smart goals for the board and have them measured on the balanced scorecard. |