

Board Evaluation

Board evaluation is an excellent vehicle for school boards to send loud and clear signals to staff and community. By conducting a board evaluation, your board is saying: "We believe in accountability at all levels in the education system and that leadership by example is the best method of leadership training."

- Board evaluation should be a process.
- Board evaluation should not be reactive.
- Board evaluation should be a team effort.
- Board evaluation should be a positive, constructive and prescriptive process.

What is a Board Evaluation?

School board evaluation occurs when a board regularly takes a formal or informal look at its own performance with the goal of determining (a) what the board is doing well, and (b) what aspects of board activity require improvement. Board evaluation is based on a school board's joint commitment to continual professional growth.

Why Board Evaluation?

Take a few moments to analyze your board. How are your relationships, your operation, your meetings, your school district, the community you serve, and your commitment to educational excellence? Evaluation improves accountability and allows your school board to give its very best to the school system and community. It shows your commitment to quality, to excellence and to local control of your educational system. The culture of any organization is set at the top. School boards must be strong, effective leaders to meet the challenges faced by public education. Evaluation provides valuable insight into a Board's effectiveness and through frank and open communications helps the Board be more effective educational leaders.

Why Should Your Board Have a Facilitator to Conduct Your Evaluation?

The board needs an impartial facilitator not only to receive and tabulate the results and present them to the board but to also help the discussion to remain respectful and productive. The key focus of an outside facilitator is to help the board members establish ways to improve their relationships with one another and operate successfully as a team.

The Facilitator Will:

- ➔ Provide an online evaluation instrument to be completed by each board member.
- ➔ Tabulate the final results and develop a summary of comments.

Board Evaluation Advantages

- Holds board accountable in the same manner board holds their employees accountable.
- Allows individual members to reflect on their own and their colleagues' behavior and performance.
- Fosters open communication among board members and the superintendent.
- Improves decision making by enhancing understanding of goals.
- Resolves differences of opinion and challenges false perceptions.
- Provides insight into why and how decisions are reached.
- Allows new board members the opportunity to understand the process of boardsmanship and to get to know their colleagues.
- Assists in identifying personal strengths and weaknesses as well as those of the board as a whole.
- Provides a starting point for effective and productive goal setting and long-range planning activities.

If you have an interest in this service, call TSBA at 615-815-3910 or email ecarroll@tsba.net.



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