



Alexandria City Public Schools School Board

Alexandria City Public Schools has pledged to provide an equitable, high quality education which is accessible and engaging to all students in a five-year strategic plan approved by the Alexandria City School Board on June 26, 2020.

Why does the School Board conduct an evaluation?

The School Board wants first and foremost to ensure that students in the Alexandria City Public Schools Division succeed at the highest levels possible. School boards must be strong, effective leaders to meet the challenges faced by public education. School boards set goals, develop policy, communicate and evaluate with a focus on achievement. Self-assessment by the School Board is required by policy AFA, and is a valuable tool to provide information, foster open communication and improve decision making.

Please note that your answers and the collective results may be subject to the Virginia Freedom of Information Act, but that should not impede you from honestly assessing the effectiveness of the School Board.

Every School Board member should participate and individually complete the evaluation document. The purpose of the evaluation is to look at the School Board as a whole, however, and not individual responses. The School Board will meet to discuss the results and future steps to improve or build upon the results.

Mission, Vision, and Strategic Planning

Professional Practice	Exceeds the Criteria	Meets the Criteria	Partially meets the Criteria	Does not meet the Criteria
The School Board collaborates with the Superintendent to develop a vision and mission for Alexandria City Public Schools that Board members can clearly articulate.				
The School Board collaborates with the Superintendent to develop a long-range plan for the school division with clearly-defined goals, objectives and key performance indicators.				
The School Board strives for continuous improvement and regularly monitors progress on the long-range plan. The School Board periodically reviews, and revises if necessary, the vision and mission of the school division.				

Please add any comments regarding your responses to the above items:

Professional Practice	Exceeds the Criteria	Meets the Criteria	Partially meets the Criteria	Does not meet the Criteria
The School Board and Superintendent participate in an annual retreat to build team relationships, review roles, responsibilities, and board operations.				
The School Board Leadership and Superintendent conduct a new school board member orientation every three years.				
The School Board hires and annually evaluates the performance of the Superintendent using an Evaluation Instrument approved by the Board.				
The School Board focuses on strategic leadership and policy making and delegates decisions regarding division operations, personnel management and procedures to the Superintendent.				
School Board members respect decisions of the full Board. School Board members support the decision of the majority publicly.				
The School Board models a culture of high expectations throughout the division.				
The School Board monitors student achievement results against expectations set by the School Board and Superintendent.				
The School Board gives direction to the Superintendent through majority decisions of the full Board and recognizes that no individual board member has authority to take action on behalf of the School Board.				
School Board members hold themselves accountable by assuring that all actions are consistent with State and Federal laws and with the Board's own policies and commitments.				
The School Board annually reaffirms its code of ethics and standards of conduct.				
The School Board conducts an annual review of its performance and sets goals to improve overall efficiency and effectiveness.				
School Board members participate in ongoing professional development to improve our capacity to govern effectively.				

Please add any comments regarding your responses to the above items:

Professional Practice	Exceeds the Criteria	Meets the Criteria	Partially meets the Criteria	Does not meet the Criteria
The School Board conducts timely policy review, amendment and adoption.				
The School Board invites public and staff input and requests the Superintendent’s recommendation on all proposed policies changes.				
The School Board adheres to the principle that the public’s business should be conducted in the public view by observing and following the letter and spirit of the Virginia Freedom of Information Act using closed meetings only to deal with sensitive personnel, student, legal or contractual problems as provided by the Code of Virginia.				

Please add any comments regarding your responses to the above items:

Professional Practice	Exceeds the Criteria	Meets the Criteria	Partially meets the Criteria	Does not meet the Criteria
The School Board meeting agenda reflects the goals, policies and appropriate governance role of the School Board and is followed by School Board members.				
School Board discussions are effective and result in clear decisions.				
The School Board welcomes diverse viewpoints during deliberations and respects dissent, which strengthens decision making.				
School Board members respect the confidentiality of executive sessions.				
Whenever possible, School Board members identify issues of concern and circulate proposed motions and amendments before meetings.				
School Board members all receive the same information from the division on matters of School Board business.				

Please add any comments regarding your responses to the above items:

Fiscal Resources

Professional Practice	Exceeds the Criteria	Meets the Criteria	Partially meets the Criteria	Does not meet the Criteria
The School Board adopts operating and capital budgets that support the Board's identified goals.				
The School Board exercises stewardship of resources by monitoring the use of resources to ensure that operating and capital funds are spent wisely and effectively.				
The School Board monitors a facilities plan that meets health and safety regulations and guidelines.				
The School Board supports the recruitment and retention of highly effective educators, administrators, and staff. The School Board supports competitive compensation in order to recruit highly effective educators, administrators and staff.				

Please add any comments regarding your responses to the above items:

Cultural Responsiveness

Professional Practice	Exceeds the Criteria	Meets the Criteria	Partially meets the Criteria	Does not meet the Criteria
School Board members actively promote the belief in the success of all students.				
School Board outreach and community engagement activities accommodate cultural differences in values and communication.				
School Board members approach decision making from multiple perspectives, asking questions about the impact on diverse cultures.				

Please add any comments regarding your responses to the above items:

Community Relations

Professional Practice	Exceeds the Criteria	Meets the Criteria	Partially meets the Criteria	Does not meet the Criteria
The School Board represents and serves the interests of the citizens of the City of Alexandria and demonstrates respect and cooperation in their relationships with the community.				
The School Board ensures ACPS responds respectfully and in a timely manner to issues raised by members of the community. School Board members may facilitate constituents' navigation of the system without guaranteeing any particular resolution.				
The School Board reports regularly to the community on student achievement, operational goals and challenges, and initiatives to improve achievement and effectiveness of division operations.				
The School Board advocates with the residents of the City of Alexandria for the needs of Alexandria City Public Schools—and the children it serves—to local, state and federal elected and appointed officials.				
The School Board respects the value and importance of employees and employee organizations and reasonably involves them in decisions that affect them.				
The School Board keeps the community informed about the financial needs of the division.				

Please add any comments regarding your responses to the above items: