



## Alexandria City Public Schools School Board

Why does the School Board conduct an evaluation?

The Alexandria City Public Schools School Board will ensure that ALL students reach their highest academic potential, and that they are prepared for citizenship, higher education and the workforce. To accomplish this goal, we will make policy, budget and leadership decisions that are aligned with our Vision and Strategic Plan; and we will communicate with and involve stakeholders actively and transparently.

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, Principles, & Goals

Professional Practice	Exceeds the Criteria	Meets the Criteria	Partially meets the Criteria	Does not meet the Criteria
The School Board, along with the Superintendent, has reviewed, revised if necessary, and re-adopted the written mission, vision, principals and goals of the school division.				
The School Board, along with the Superintendent, has reviewed and updated a long range plan with objectives, activities and a calendar to monitor action plans.				
School Board members can clearly articulate the vision, mission, and goals of the division.				
The School Board regularly monitors progress on division goals, effective instruction and student achievement through the development and implementation of a long range strategic plan.				

**Leadership & Accountability**

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 delegates all decisions regarding division operations, personnel management and procedures to the Superintendent.				
School Board members publically support the decision of the majority and speak with a unified voice.				
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.				
School Board members exercise their authority only as a board of the whole and recognize that no individual board member has authority to take individual action on behalf of the School Board.				
School Board members appropriately disclose conflicts of interests.				
The School Board has adopted and annually reaffirms its code of ethics.				
School Board members do not avoid difficult decisions when requested or required to take a position.				

## Policy & Governance

Professional Practice	Exceeds the Criteria	Meets the Criteria	Partially meets the Criteria	Does not meet the Criteria
The School Board has a procedure in place to review and establish policies.				
The School Board provides public and staff review as well as requests the Superintendent's recommendation on all proposed policies.				
The School Board clearly understands its governance role and responsibilities and adheres to open meetings laws.				
The School Board polices its own members when they step outside of the School Board policy.				

## Board Operations

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.				
School Board members respect the confidentiality of executive sessions.				
School Board members do not surprise the administration or fellow board members at meetings.				
School Board members all receive the same information from the division on matters of School Board business.				
School Board members do not interfere in district operations, and fully delegate the operational decisions to the Superintendent and administration.				

## Fiscal Resources

Professional Practice	Exceeds the Criteria	Meets the Criteria	Partially meets the Criteria	Does not meet the Criteria
The School Board adopts an annual budget that adheres to the provisions of the law and appropriates resources based on student achievement & success.				
The School Board monitors a facilities plan that meets health & safety regulations and guidelines.				
The School Board supports the recruitment of highly effective educators, administrators, & staff.				

## 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.				

## Community Relations

Professional Practice	Exceeds the Criteria	Meets the Criteria	Partially meets the Criteria	Does not meet the Criteria
The School Board establishes effective communication with parents, students, staff and community members while respecting the chain of command and lines of responsibility.				
The School Board is an advocate for the division's interests.				
School Board members demonstrate respect and cooperation in their relationships with the community/staff.				
The School Board keeps the community informed about the financial needs of the division.				

DRAFT