



# Board Self-Assessment

*Prepared for:*  
**Local School District**  
3/11/2026

# Response Scale Explanations

## 0. Don't Know

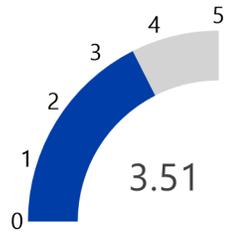
1. **Unsatisfactory** - Most of the board members do not perform or ensure that factors within this question are done.
2. **Needs Improvement** - Only a few board members perform or ensure the factors within this question are done.
3. **Satisfactory** - Most board members perform or ensure most of the factors within this question are done some of the time.
4. **Good** - All board members perform or ensure all factors within this question are done most of the time.
5. **Excellent** - All board members perform or ensure all factors within this question are always done.



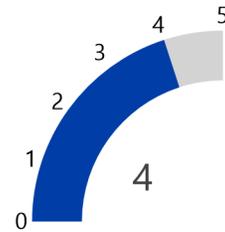
# Our Board: Where We Are

## CLUSTER ANALYSIS

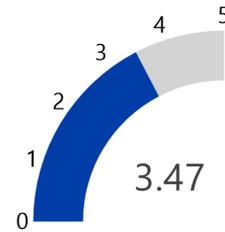
LEADERSHIP



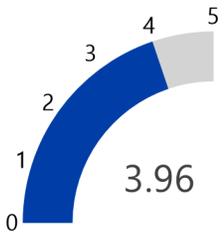
ACADEMIC PERFORMANCE & ACCOUNTABILITY



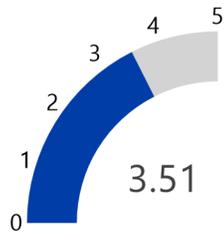
BOARD RESPONSIBILITIES



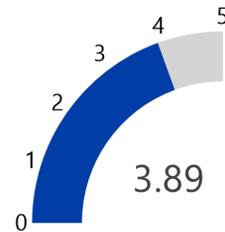
BOARD EFFECTIVENESS



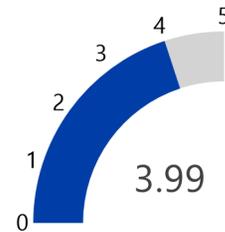
DATA-DRIVEN DECISION MAKING



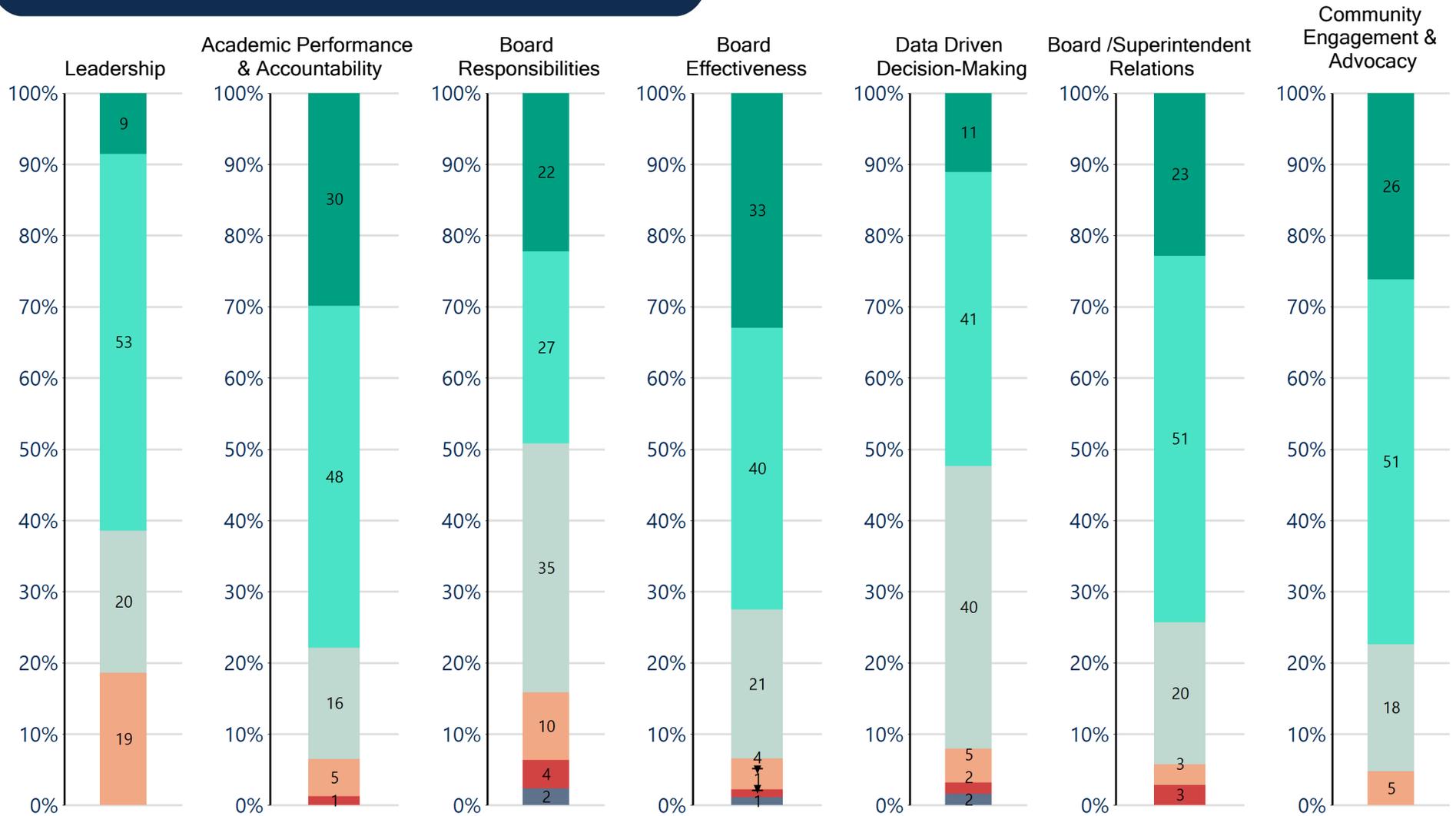
BOARD/SUPERINTENDENT RELATIONS



COMMUNITY RELATIONS & ADVOCACY



# Our Board: Where We Are



Does Our Board...

**Leadership**

Q01	Clearly articulate vision and mission statements for the district?	1	3	2	1
Q02	Consider community perspectives of all stakeholder groups in determining district priorities?		5	1	1
Q03	Create an environment that ensures that commitments and directives are in the best interest of all students?	1	4	1	1
Q04	Value differences of opinion and does not let differences degenerate into personality conflicts?		3	3	1
Q05	Seek to build consensus and an environment of trust?		4	2	1
Q06	Respect the rights of individuals to disagree and handle disagreements without damaging relationships?	1	3	2	1
Q07	Deal successfully with controversial items?		5		2



Q08	Deal with conflicts among board members in a professional manner?	
Q09	Display a sincere and unselfish interest in public education which develops and contributes to the growth of the students?	
Q10	Foster teamwork among board members by using differing opinions as a starting point toward developing new solutions and consensus?	



# Leadership

Comments:



Does Our Board...

Academic Performance & Accountability

Q01	Commit to a vision of high expectations for all students?	5	1	1	
Q02	Ensure the district has a comprehensive, performance-based plan for improving student achievement?	1	4	2	
Q03	Define clear goals for student achievement and effective instruction?	3	2	2	
Q04	Review progress toward the long- and short-term goals?	1	3	2	1
Q05	Focus on issues that impact student achievement?	2	3	2	
Q06	Ensure indicators that define student achievement are established?	1	6		
Q07	Weigh all decisions in terms of what is best for the students?	3	3	1	



Q08	Regularly use its scorecard to publicly focus upon its strategic priorities?	1	6		
Q09	Monitor student assessment results and consider decisions by the Superintendent and staff related to program/ curriculum/ staffing changes based on student assessment results?	2	3	2	
Q10	Evaluate the Superintendent in compliance with Michigan law and student growth expectations?	2	3	1	1
Q11	Celebrate success at all levels of the system that improves district performance?	2	3	1	1



# Academic Performance/Accountability

Comments:



Does Our Board...

**Board Responsibilities**

Q01	Understand its function and role as a policy-making body?	1	2	1	2	1
Q02	Focus on policy issues rather than management issues and refer all potential district-wide issues to the Superintendent?	3		3		1
Q03	Develop policy based on state and federal mandates, with consultation from legal counsel when appropriate?	2	2	2		1
Q04	Provide, through policy, a process by which the board deals with complaints from the public and consistently uses the process?	2	1	4		
Q05	Regularly review and update policies to ensure relevancy?	1	3	2		1
Q06	Willingly embrace a strategic role and regularly self-monitor in adhering to the limits of that strategic role?	1	2	3		1
Q07	Align board responsibilities and behaviors with District Bylaws/Board Operating Procedures?	1	1	4		1



Q08	Set timelines for district goals in accordance with SMART goal standards?	2	1	3	1
Q09	Ensure systems of accountability are in place at all levels?	1	4	1	1
Q10	Use structures and processes to keep the district strategically focused?	2	2	2	1
Q11	Understand the basic principles of school finance, including state, federal and local sources of income?	2	3	2	
Q12	Approve and monitor the budget based on the district's strategic priorities?	3	2	2	
Q13	Understand the budget is a projection made in a certain time and will change over time based on circumstances?	1	3	3	
Q14	Align the district's budget with the desired quality of education for all students and the ability of the community to support such a program?	1	2	3	1
Q15	Attend committee meetings/work sessions/workshops as requested?	2	2	1	2



Q16	Provide feedback to the Board President or Superintendent when appropriate?	
Q17	Ensure that an effective evaluation system is in use for all employees and in accordance with Michigan law where specified?	
Q18	Monitor district performance on regularly scheduled timelines while allowing evaluation of individual performance to occur at the administrative and building level?	



# Board Responsibilities

Comments:



Does Our Board...

Board Effectiveness

Q01	Focus the board agenda and meetings on issues related to improving student achievement?	6	1			
Q02	Conduct board meetings efficiently and effectively?	2	5			
Q03	Notify the board president of desire to place items for consideration on the regular or special board meeting agendas?	2	2	3		
Q04	Read relative information related to agenda items and inform itself on agenda items prior to board meetings?	2	2	1	2	
Q05	Support decisions once action is taken?	1	1	4		1
Q06	Ensure decisions are impersonal, objective and professional?	2	4		1	
Q07	Demonstrate professional and ethical decision-making skills?	3	2	2		



Q08	Represent the entire community and refrain from making decisions based on special interest groups or individuals?	
Q09	Balance its need to conduct the board's business with the public's need to be heard?	
Q10	Understand that its public modeling of an effective decision-making process is as important as any of the decisions it makes?	
Q11	Annually review its code of ethics/conduct and adhere to it?	
Q12	Practice confidentiality as required?	
Q13	Understand and comply with the requirements of the Open Meetings Act, closed sessions and hearings?	



# Board Effectiveness

Comments:



Does Our Board...

**Data Driven Decision-Making**

Q01	Have the right data to make strategic decisions?	2	3	1	1	
Q02	Ensure student performance data are related to well-defined district goals?	1	3	3		
Q03	Distinguish between data needed for district-wide decision-making and data needed for tactical and operational decision-making?		4	3		
Q04	Systematically use data from learners, classrooms, and schools to focus its strategic priorities?		3	4		
Q05	Use appropriate data for district-wide decision-making and is accountable to the community for continuous improvement?	1	2	3	1	
Q06	Combine perception data with other indicators of success to determine long-term and short-term district priorities?		3	2	1	1
Q07	Base decisions, comments and questions on objective data?	1	2	3	1	



Q08	Use data to assess outcomes?	
Q09	Recognize the need to use research to inform decision-making?	



# Data Driven Decision-Making

Comments:



Does Our Board...

Board/Superintendent Relations

Q01	Respect the daily executive responsibility of the Superintendent and the Superintendent respect the governance responsibility of the board?	3	2	1	1
Q02	Create an environment that discourages micromanagement or undermining the Superintendent?	1	4	1	1
Q03	Provide a clear set of expectations of performance against which the Superintendent will be measured?	2	3	2	
Q04	Recognize the Superintendent as its chief executive officer and seek his or her recommendations on all pertinent matters?		7		
Q05	Work with the Superintendent in a spirit of mutual respect, open communication, trust and confidence?	2	2	3	



# Board/Superintendent Relations

Comments:

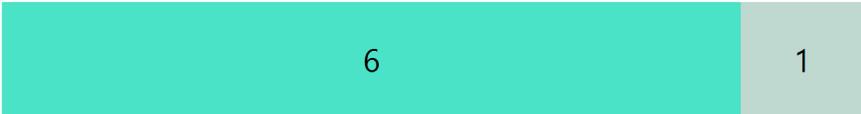


Does Our Board...

Community Relations & Advocacy

Q01	Ensure that district educational goals are established and communicated to all stakeholders?	4	2	1		
Q02	Have an ongoing planned program of public information about education within the district?	2	3	1	1	
Q03	Follow the established procedure for dissemination of information to the public?	2	3	1	1	
Q04	Allow for citizen input through public hearings, advisory committees, etc.?	2	3		2	
Q05	Have procedures for public comment at board meetings that are consistently used?	1	4	1	1	
Q06	Seek information and ways the board and community can be more informed?	2	3		2	
Q07	Ensure the use of a variety of strategies to appropriately communicate with the different stakeholders while remaining within its strategic role?		5		2	



Q08	Have visibility at district and community events when possible?			
Q09	Keep the community informed about the financial needs of the district?			
Q10	Ensure the Board of Education's policies, regulations and procedures are communicated to the staff and community?			
Q11	Refrain from speaking for the board on issues for which the board has no official position?			
Q12	Communicate with government (local, state, national) on issues dealing with public education?			



# Community Engagement/Advocacy

Comments:

