

Delran Board of Education

Self-Evaluation Review 2016

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Professional Improvement Plan Synopsis

As part of an on-going self-improvement process the board undertook a self-evaluation to improve board effectiveness and help achieve best practices. You are to be commended for taking this step every year and making it part of your annual evaluation process.

Eleven of Eleven Board Team Members participated in the 2016 board self-evaluation process. The total compilation (numbers, averages, and comments) is included in the compiled Board Self-Evaluation. The self-evaluation can be very helpful when developing Board of Education goals for the upcoming year and also for developing the Board's Professional Development Improvement Plan.

Chart I: Plots the value you have given each of the nine areas against the scores that you have given to full board achievement in that area. This is useful when matching performance to importance. You will see that you place a value on every one of the areas, and in all areas your board scores are compared between expectations and performance.

Chart II: Plots the scores you give the full board in each area as opposed to the scores you give to your individual performance in that area. This is useful when looking at correlation between group performance and individual contribution to that performance. What I look for in this chart is a marked discrepancy between how you rate yourself as an individual and how you rate the board as a whole. In the indicators on the left side (task areas) it is normal for the board to be viewed as more effective than the individual. The indicators on the right side measure those inter-personal areas of your work and here, the greater the discrepancy, the more dialog the board should have on the specific tasks.

Chart III: Plots the scores you have given the full board in each area for this year as opposed to the scores you gave to the board the previous two years. This can be useful in determining the board's growth from one year to the next. (Note: 6 members participated in 2014 and 11 members participated in 2015)

I. SUMMARY OF BOARD STRENGTHS

The specific areas of board strengths are:

Planning: Plans, and collaboratively sets district and board goals and establishes priorities annually.

Policy: Uses written policies as the framework for our decision-making process. Reviews and updates the policy manual regularly as required by NJQSAC insuring that our bylaws, policies and procedures reflect current regulatory and statutory requirements.

Student Achievement: Uses the expertise of the professional staff, in development of curriculum, ensuring it is focused on student achievement.

Finance: Balances the educational needs of students with the impact of budgetary increases.



Board Operations: Holds our meetings in compliance with applicable statutes, policies and bylaws. Provides a climate that allows free, open and orderly discussion by all members at our meetings. Respects the administration's leadership by thoughtfully deliberating on recommendations.

Board Performance: Recognize that authority rests with the board as a whole, sitting in a legally authorized board meeting.

Board/Superintendent Relations: Conducts a comprehensive and fair annual evaluation of the superintendent in accordance with statute and code as per NJQSAC.

Board/ Staff Relations: Provides for public recognition of staff achievements. Treats district staff with courtesy and respect, recognizing that the appropriate channel for board/staff communications is through the superintendent

Board/ Community Relations: Encourages community involvement in the district.

II. CHALLENGES AND SOLUTIONS

The Board has defined its key challenges in the following areas:

- Finances and Funding (Lack of fair funding may impact future staffing & programs)
- Facilities Constraints
- Maintaining and Improving Curriculum for a diverse student population (STEAM, Engineering, ESL, Literacy, New Curriculum Director)

III. SUGGESTED AREAS FOR ADDITIONAL BOARD FOCUS AND PROFESSIONAL DEVELOPMENT:

- Finance & Budgeting
- School Construction
- Negotiations

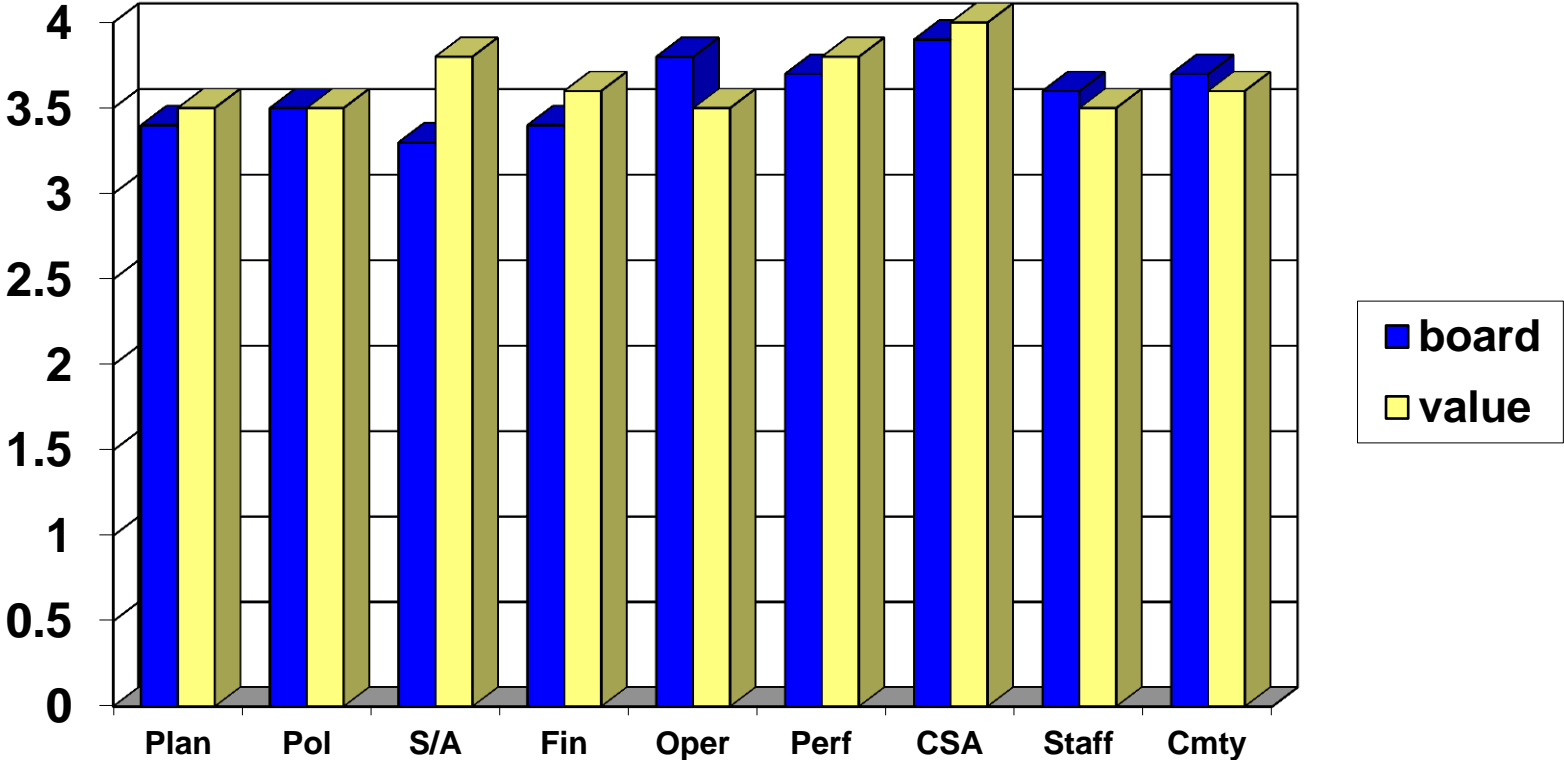
Goal setting may help the board and the board/superintendent team by providing a board professional development plan focused on improving student achievement. Re-emphasizing roles and expectations, processes and procedures as well as continuing to develop a cohesive board team should assist in improving your overall effectiveness and allow you to focus on the needs and future of your school district.



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Board Score to Value (Priority) 2016

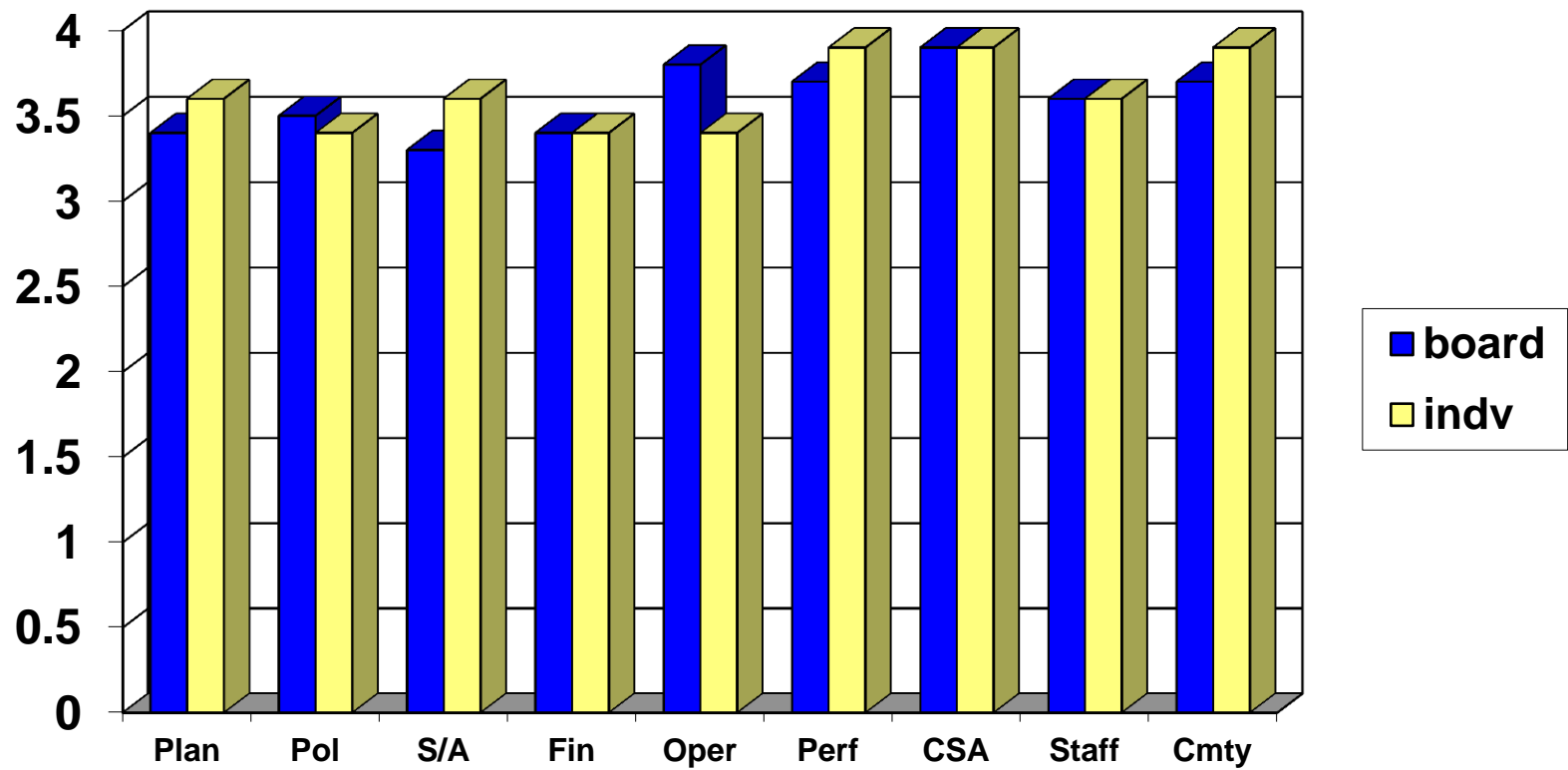
Chart I



Delran Board of Education

Board to Individual Member score 2016

Chart II



Delran Board of Education

Board Self Evaluation Compare scores 2014- 2016

Chart III

