



SCHOOL BOARD SELF-EVALUATION

INCREASE YOUR BOARD TEAM'S PERFORMANCE

Gail Gilman, Director of Strategic Planning and Board Leadership

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Your MSBA Staff

Gail Gilman
Director of Strategic Planning and Board Leadership
Email: ggilman@mnmsba.org



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What is the School Board Self-Evaluation?

- Online tool introduced in May 2017
- Based on five Minnesota School Board standards
- Report is thorough and thought-provoking
- Analyzing data as a team leads to rich and productive discussions among Board Team members



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Efficacy Rooted in Research

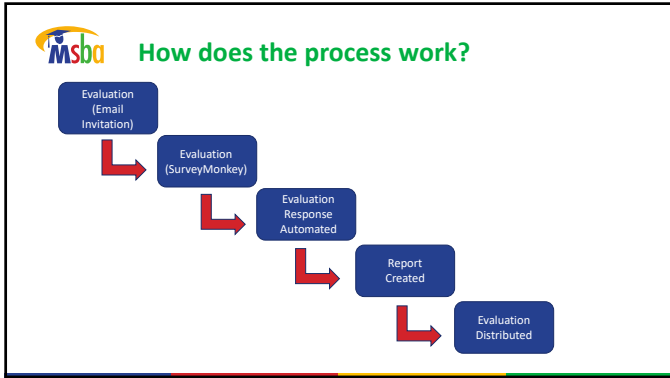
This evaluation tool was developed by the Washington State School Directors' Association

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What is the School Board Self-Evaluation Tool?

- 72-question evaluation conducted online
- Complete on personal or school district computer or mobile device
- Takes approximately 15-20 minutes
- 100% confidential


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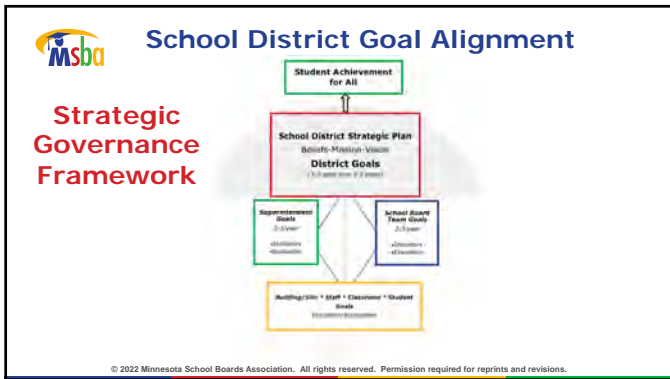
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- Examine their own practice, as individuals and as a Board Team
- As a basis for conversations as a Board Team
- Learn how to use data to improve practice
- Longitudinal data allows benchmarking and tracking of progress over time
- Board Team goal setting



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- MSBA recommends that the Board Team designate time in a work/study/learning session to review results together
- MSBA provides a suggested protocol for group discussion
- Some Board Teams have MSBA Staff facilitate the discussion



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msba The Report



The data on the following pages is organized in a color-coded, horizontal-stacked bar chart that shows your results at the level of the five standards. The explanation for the color code is just above the data chart. Subsequent pages show the data from each question, with the page header showing the standard and benchmark the question relates to.

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Start with a look at your district's **Overview Report** (aggregated data) for each of the five standards.

In which standards do you see:

- Strengths
- Growth areas
- Divergent perspectives



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Sample Protocol for Board Teams

Step 1:

What do you see?

- Describe what you see in the data, identify where it is located to the group. This is not about interpretation at this stage, only what you see.
- List the descriptions on chart paper.



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Sample Protocol for Board Teams

Step 2:

What does the data suggest?

- Discuss what the data suggests and try to generate different interpretations. Ask clarifying questions of one another to increase clarity and understanding of one another's perspectives.
- List responses on the chart paper.



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Sample Protocol for Board Teams

Step 3:

Identify goal areas from the lists generated.



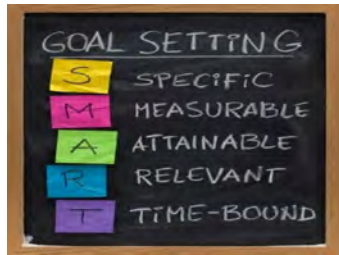
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Sample Protocol for Board Teams

Step 4:

Build two to three goals using the SMART goal framework.



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Full Report

- Available only at a Board Team in-service
- Take a deeper dive into the Overview Report and Full Report
- Lasts 2 – 3 hours or longer, if needed
- Cost is \$975
- Receive the 27-page, color report of your district's results
- Review results with the Board Team
- Use to determine Board Team goals



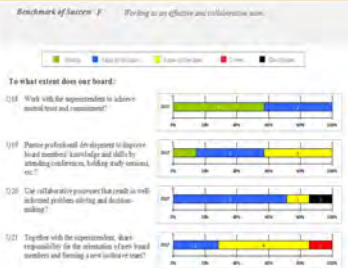
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Standard 1 Conduct and Ethics

Provide responsible school district governance by:



Look at your district's Full Report (aggregated data) for each of the five standards.

- In which standards do you see:
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 - Growth areas
 - Divergent perspectives

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Standard 1 – Conduct and Ethics
Provide responsible school district governance by:

Benchmark of Success 1 – Working as an effective and collaborative team.

To what extent does our board:

- 118 Work with the superintendent to achieve mutual trust and commitment?
- 119 Foster professional development to improve board members' knowledge and skills by attending conferences, holding study sessions, etc.?
- 120 Use collaborative processes that result in well-informed problem solving and decision-making?
- 121 Together with the superintendent, share responsibility for the selection of each board member and forming a new coalition team?

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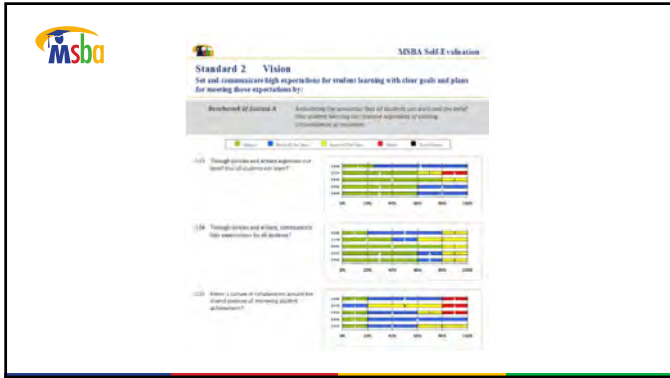
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- Next Steps for Implementing the Evaluation**
- Conduct Board meeting discussion about the Evaluation
 - Determine choice of receiving the Overview Report or the In-depth Review of the Full Report
 - Take Board Action on participating in the Evaluation and In-service cost for In-depth Review of Full Report; Contact MSBA to receive the link
 - Set a date 6 to 8 weeks prior to reviewing the results to complete the Evaluation
 - Select a 5-to-7-day window for the Board Team (Superintendent and Elected Board Members) to complete the Evaluation


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Benefits of the School Board Self-Evaluation

- Board Teams learn to use data appropriately
- Data informs goal-setting
- Board Teams become more discerning about their own behavior and practices
- Board Teams engage in discussions of practice and decision
- Linked to MSBA awards that recognize effective Board Teams
- Board Teams lead using a Strategic Governance Framework

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What questions do you have?
What steps will you take first?

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Thank you!


For questions or more information, contact:

Gail Gilman
Director of Strategic Planning and Board Leadership
E-mail: ggilman@mmsba.org






Minnesota School Boards Association
Phone: 800-324-4459

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Where School Boards Learn to Lead

THANK YOU FOR ATTENDING

And remember, you can follow us on:

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 @MSBASTAFF

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