

# IMPROVING LEADERSHIP THROUGH BOARD SELF- EVALUATION



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NEW MEXICO SCHOOL BOARDS LEADERSHIP RETREAT

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# OVERVIEW OF THE SESSION

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- A look at the rationale for Board self-evaluation
- A look at the policy basis for Board self evaluation
- Exploring a Board self-evaluation model based on eight key findings of effective Board



## WHO WANTS TO SETTLE FOR AVERAGE?

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- Examine “Best Practices”
- Some are based on experience
- Some are based on research
- Research exists on what makes an “effective board.”

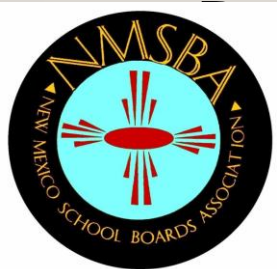


# WHY SELF-EVALUATE?

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- Holds Board members accountable to themselves, the Board, staff, and community
- Exercises your power as a Board to model positively for the district
- Improves decision making by enhancing a common understanding of philosophies and goals.

Provides a starting point for effective goal setting and strategic planning

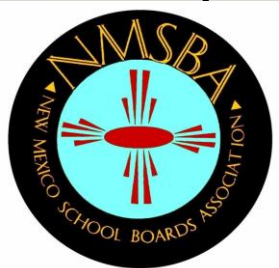


## WHAT'S OUT THERE?

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- Several hundred hits on Google: “School Board Self-Evaluation”
- Range from exceptional to marginal
- Range from simple to complex
- No single “best way”

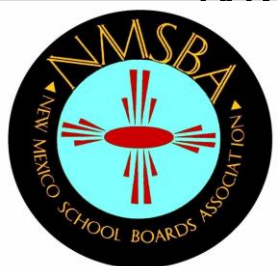
Four samples available via email for those interested



# WHAT REPRESENTS BEST PRACTICES?

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- Some form of policy driving the process
- Reflectively developed set of criteria based on research against which performance is assessed
- Some mechanism in the process to gather Board member communications and problem-solving preferences and share those
- Set of thoughtfully developed goals as an outcome against which the Board will hold itself accountable



# WHAT DISTINGUISHES EFFECTIVE BOARDS?

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- Center for Public Education—an initiative of NSBA
- 2011 Study
- Eight interrelated characteristics
- Present in effective Boards
- Lacking in ineffective Boards



# CHARACTERISTIC 1

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**Effective school boards commit to a vision of high expectations for student achievement and quality instruction and define clear goals toward that vision.**





## CHARACTERISTIC 2

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**Effective school boards have strong shared beliefs and values about what is possible for students and their ability to learn, and of the system and its ability to teach all children at high levels.**



## CHARACTERISTIC 3

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**Effective school boards are accountability driven, spending less time on operational issues and more time focused on policies to improve student achievement.**



## CHARACTERISTIC 4

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**Effective school boards have a collaborative relationship with staff and the community and establish a strong communications structure to inform and engage both internal and external stakeholders in setting and achieving district goals.**



## CHARACTERISTIC 5

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**Effective school boards are data savvy: they embrace and monitor data, even when the information is negative, and use it to drive continuous improvement.**



## CHARACTERISTIC 6

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**Effective school boards align and sustain resources, such as professional development, to meet district goals.**



## CHARACTERISTIC 7

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**Effective school boards lead as a united team with the superintendent, each from their respective roles, with strong collaboration and mutual trust.**



## CHARACTERISTIC 8

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**Effective school boards take part in team development and training, sometimes with their superintendents, to build shared knowledge, values and commitments for their improvement efforts.**



NOW A QUICK LOOK AT WHAT'S AVAILABLE

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Via Survey Monkey:

<https://www.surveymonkey.com/r/PD>

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# CLOSING COMMENTS AND OBSERVATIONS

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- Has the session been helpful?
- What are your main “take-aways”?
- How can you share this with your colleagues?



# FOR ADDITIONAL INFORMATION:

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