

Delran Board of Education

Self-Evaluation Review 2017

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Professional Improvement Plan Synopsis

In support of continuous improvement, the board undertook a self-evaluation to assess board effectiveness and help improve and achieve best practices. You are to be commended for taking this step every year and making it part of your annual evaluation process.

Nine of Eleven Board Team Members participated in the 2017 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 year. This can be useful in determining the board's growth from one year to the next. (Note: 11 members participated in 2016)

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. Regularly monitors progress towards achieving the district's vision, mission and goals making adjustments as needed. (3.6)

Policy: Operates as a "policy making body." Uses written policies as the framework for our decision-making process. (3.7)

Student Achievement: Uses the expertise of the professional staff, in development of curriculum, ensuring it is focused on student achievement. (3.9)

Finance: Balances the educational needs of students with the impact of budgetary increases. (3.6)



Board Operations: Holds our meetings in compliance with applicable statutes, policies and bylaws. (3.9)

Board Performance: Works together in an atmosphere of mutual trust and respect. Operates in accordance with the board member's Code of Ethics and the Ethics Act. (3.9)

Board/Superintendent Relations: Respects the management responsibilities and administrative prerogatives of the superintendent. Requires regular dialogue on progress towards district goals and objectives, student achievement and feedback on performance. (3.9)

Board/ Staff Relations: Four of five governance indicators received an overall rating of 3.9 from the board team.

Board/ Community Relations: Acts as representatives for every child in our school district. (3.8)

II. CHALLENGES AND SOLUTIONS

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

- Funding! Funding! Fair-Funding!
- Changing Demographics and Growth
- Maintaining Progressive and Appropriate Curriculum that will enable All Students to Succeed (STEAM, Engineering, ESL, Literacy)

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

- Advocacy for Fair Funding
- Enhanced Community Engagement and Long-Term Planning
- Policy Changes Reflecting the changing Student Needs

Goal setting may help the board and the board/superintendent team by providing a board professional development plan focused on improving the board's role in 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.

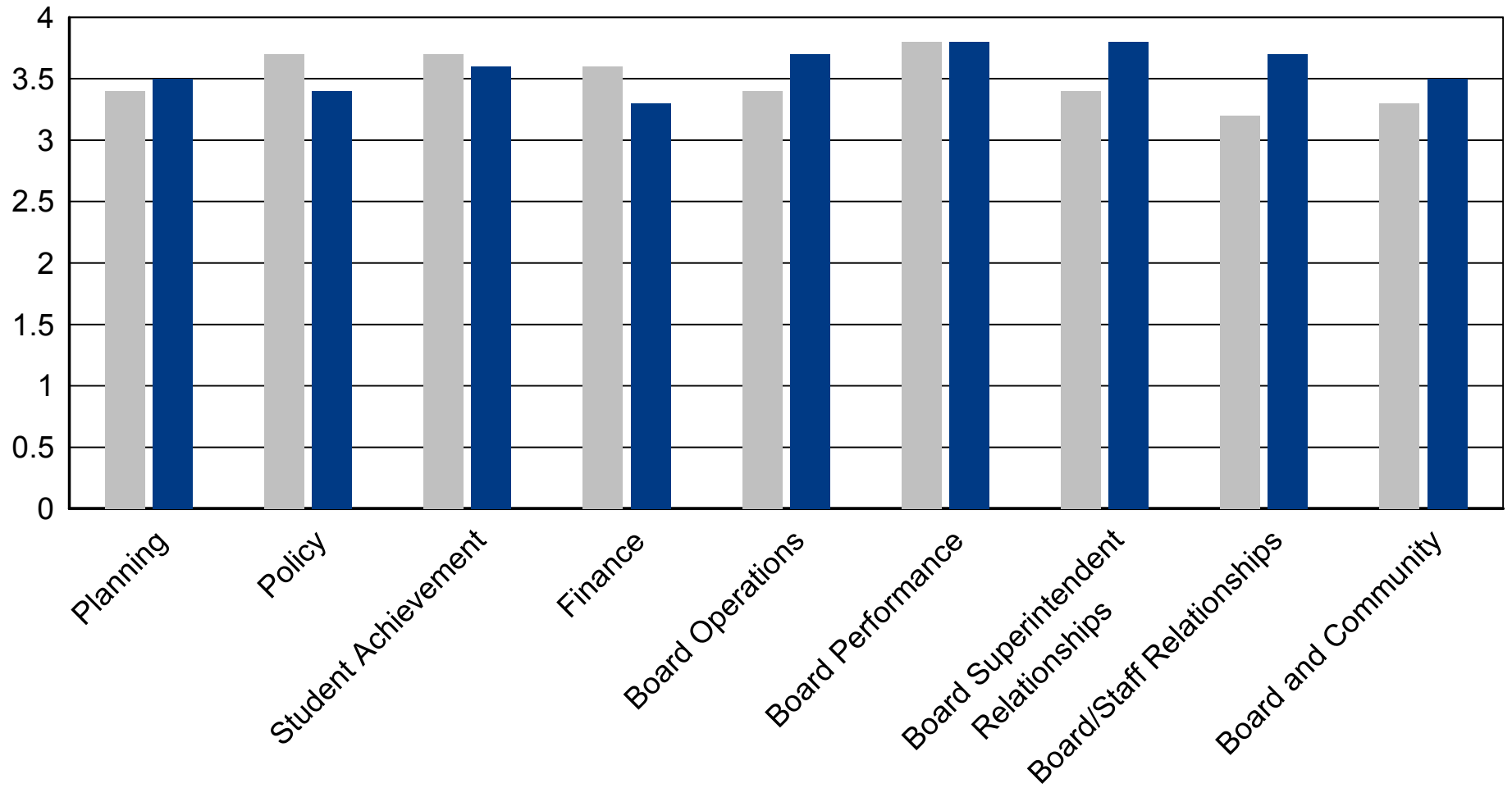


Board Self Evaluation 2017

District: Delran Bd of Ed

Board to Value

Chart I

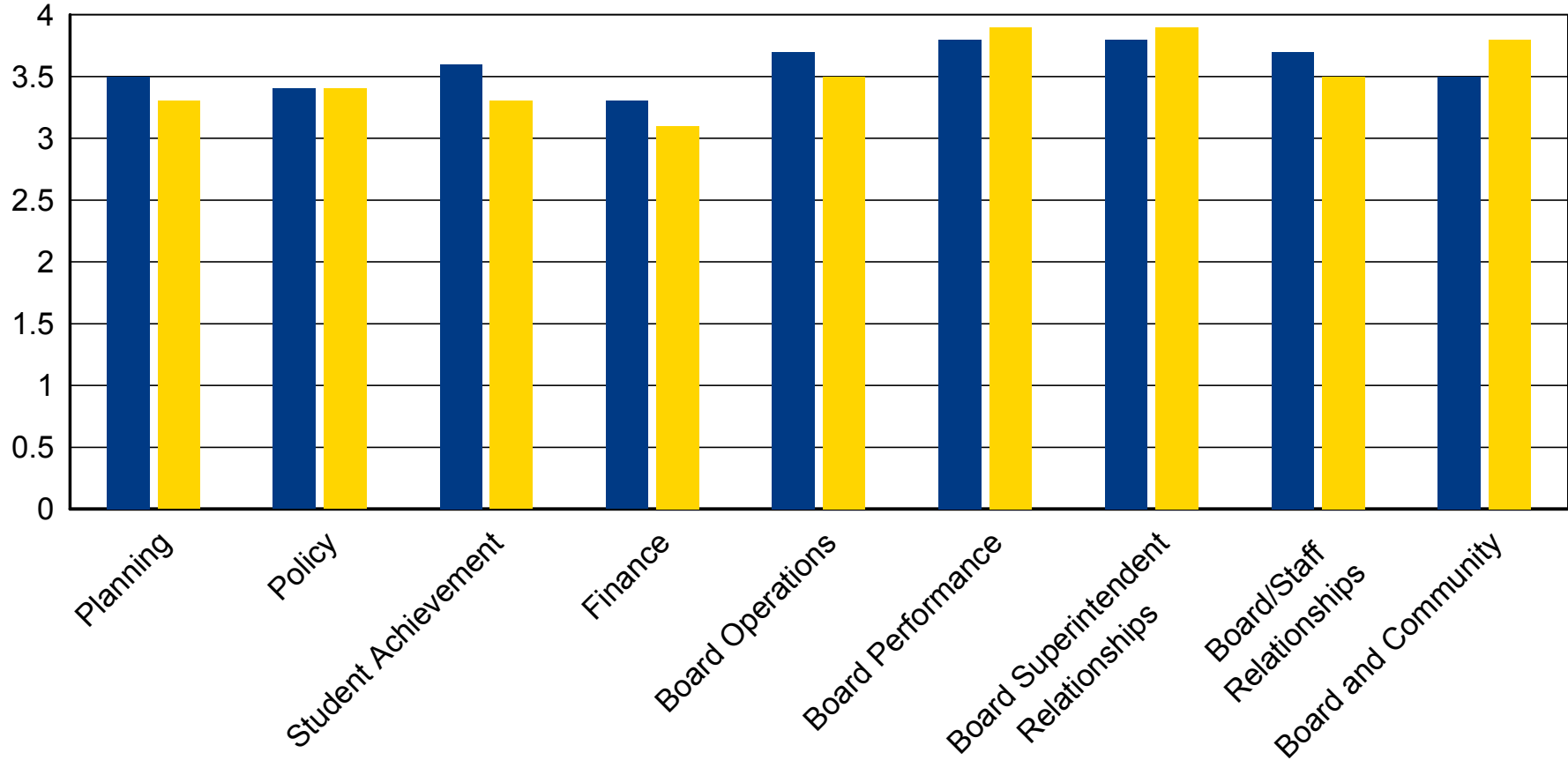
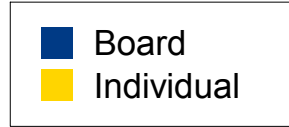


Board Self Evaluation 2017

District: Delran Bd of Ed

Board to Individual

Chart II



Board Self Evaluation 2017

District: Delran Bd of Ed

Current Year vs Prior Year

Chart III

