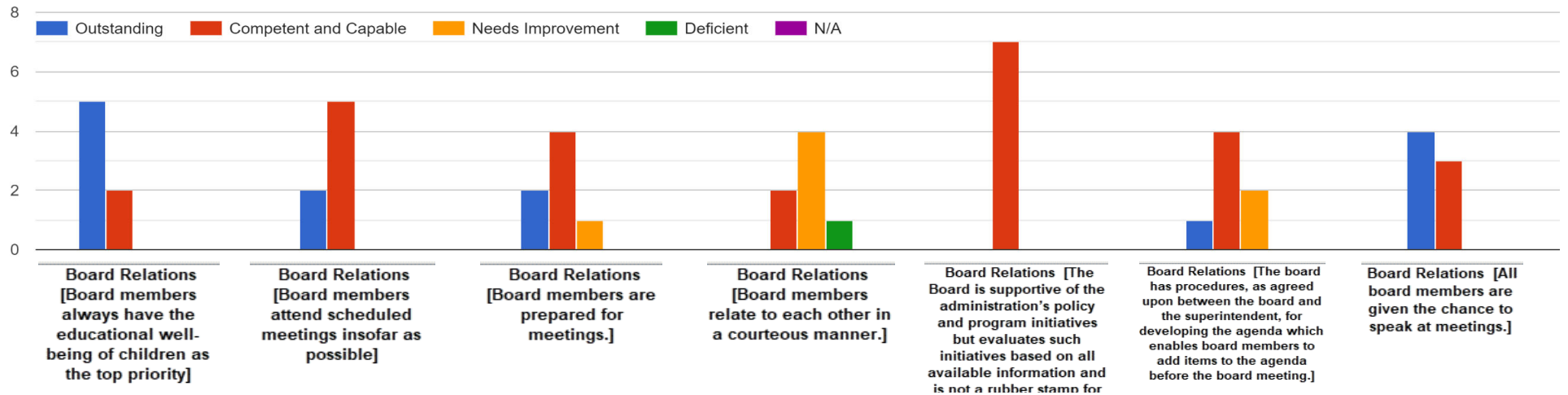


Board Relations [Board members always have the educational well-being of children as the top priority]	Board Relations [Board members attend scheduled meetings insofar as possible]	Board Relations [Board members are prepared for meetings.]	Board Relations [Board members relate to each other in a courteous manner.]	Board Relations [The Board is supportive of the administration's policy and program initiatives but evaluates such initiatives based on all available information and is not a rubber stamp for the administration.]	Board Relations [The board has procedures, as agreed upon between the board and the superintendent, for developing the agenda which enables board members to add items to the agenda before the board meeting.]	Board Relations [All board members are given the chance to speak at meetings.]
Outstanding	Competent and Capable	Needs Improvement	Competent and Capable	Competent and Capable	Competent and Capable	Outstanding
Outstanding	Competent and Capable	Competent and Capable	Needs Improvement	Competent and Capable	Needs Improvement	Competent and Capable
Outstanding	Outstanding	Outstanding	Competent and Capable	Competent and Capable	Outstanding	Outstanding
Outstanding	Competent and Capable	Competent and Capable	Needs Improvement	Competent and Capable	Competent and Capable	Competent and Capable
Outstanding	Competent and Capable	Competent and Capable	Needs Improvement	Competent and Capable	Competent and Capable	Outstanding
Competent and Capable	Competent and Capable	Competent and Capable	Needs Improvement	Competent and Capable	Competent and Capable	Competent and Capable
Competent and Capable	Outstanding	Outstanding	Deficient	Competent and Capable	Needs Improvement	Outstanding

Board Relations

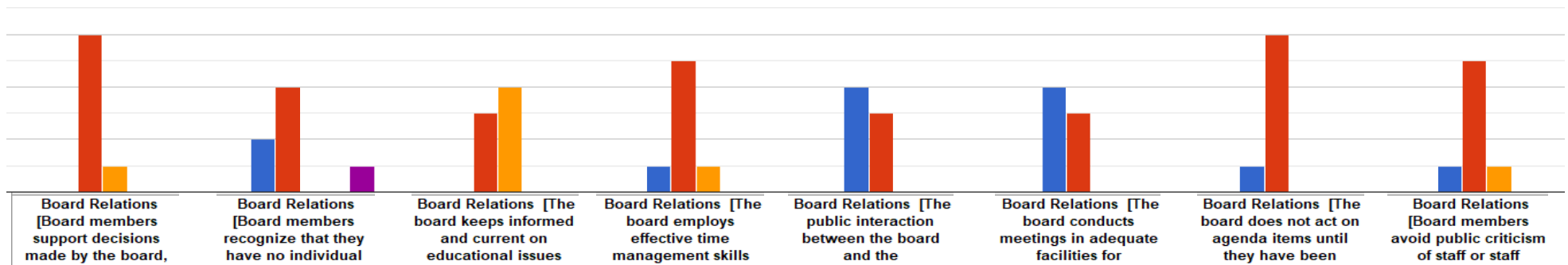


Board Relations [Board members support decisions made by the board, even if they disagree during the discussion.]	Board Relations [Board members recognize that they have no individual power, and operate accordingly.]	Board Relations [The board keeps informed and current on educational issues through reading and attendance at conventions and workshops.]	Board Relations [The board employs effective time management skills with reference to start and end times and to time allocated to each agenda item..]	Board Relations [The public interaction between the board and the superintendent is a positive one.]	Board Relations [The board conducts meetings in adequate facilities for attendance of staff and community.]	Board Relations [The board does not act on agenda items until they have been adequately studied and discussed.]	Board Relations [Board members avoid public criticism of staff or staff recommendations.]
Competent and Capable	Outstanding	Needs Improvement	Competent and Capable	Outstanding	Outstanding	Competent and Capable	Outstanding
Competent and Capable	Competent and Capable	Needs Improvement	Competent and Capable	Competent and Capable	Outstanding	Competent and Capable	Competent and Capable
Competent and Capable	Outstanding	Competent and Capable	Outstanding	Outstanding	Outstanding	Outstanding	Competent and Capable
Competent and Capable	Competent and Capable	Needs Improvement	Competent and Capable	Competent and Capable	Competent and Capable	Competent and Capable	Competent and Capable
Competent and Capable	Competent and Capable	Competent and Capable	Competent and Capable	Outstanding	Competent and Capable	Competent and Capable	Competent and Capable
Competent and Capable	Competent and Capable	Competent and Capable	Competent and Capable	Competent and Capable	Competent and Capable	Competent and Capable	Competent and Capable
Needs Improvement	N/A	Needs Improvement	Needs Improvement	Outstanding	Outstanding	Competent and Capable	Needs Improvement

Board Relations

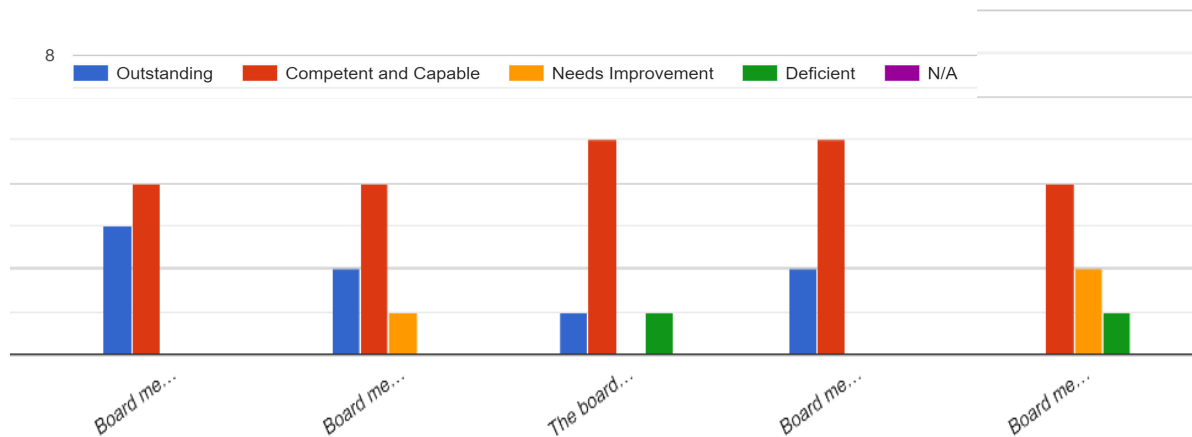
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Outstanding Competent and Capable Needs Improvement Deficient N/A



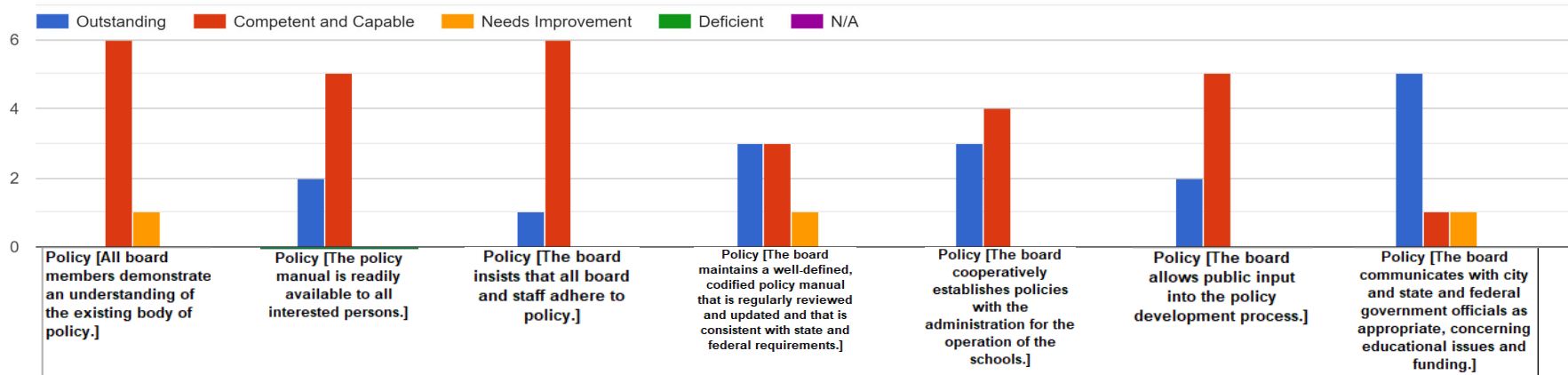
Board Relations [Board members attend school, staff and community functions.]	Board Relations [Board members respect the confidentiality of executive sessions and confidential documents]	Board Relations [The board works toward compromise and consensus when there are disagreements among members.]	Board Relations [Board members refrain from committing to a position on an issue before all relevant facts are presented.]	Board Relations [Board members support the chair in his/her role as spokesperson for the board.]	Comments on Board Relations?
Outstanding	Competent and Capable	Outstanding	Competent and Capable	Needs Improvement	I would appreciate monthly check-ins by either the Chair or Vice Chair about upcoming meetings and agendas and agenda items, please.
Competent and Capable	Needs Improvement	Competent and Capable	Competent and Capable	Needs Improvement	I would appreciate other educational/informational opportunities beyond VSBA for conferences.
Competent and Capable	Outstanding	Competent and Capable	Outstanding	Competent and Capable	On more than one occasion it has seemed that closed session information has been shared publicly. This is very concerning and disappointing.
Competent and Capable	Competent and Capable	Competent and Capable	Competent and Capable	Competent and Capable	Board relations is in need of improvement. I feel like we are disjointed at times.
Outstanding	Competent and Capable	Competent and Capable	Competent and Capable	Competent and Capable	Mutual trust among Board members is a concern. We, as individual Board members, could do a better job of working through conflicts with other Board members, as unresolved issues and resentments can affect our ability to communicate effectively with each other and ultimately as a Board. This expectation should be part of the orientation and process of the new Board when it convenes in January 2024.
Competent and Capable	Competent and Capable	Competent and Capable	Competent and Capable	Competent and Capable	

Board Relations



Policy [All board members demonstrate an understanding of the existing body of policy.]	Policy [The policy manual is readily available to all interested persons.]	Policy [The board insists that all board and staff adhere to policy.]	Policy [The board maintains a well-defined, codified policy manual that is regularly reviewed and updated and that is consistent with state and federal requirements.]	Policy [The board cooperatively establishes policies with the administration for the operation of the schools.]	Policy [The board allows public input into the policy development process.]	Policy [The board communicates with city and state and federal government officials as appropriate, concerning educational issues and funding.]	Comments on Policies?
Competent and Capable	Outstanding	Competent and Capable	Outstanding	Outstanding	Outstanding	Outstanding	None
Competent and Capable	Competent and Capable	Competent and Capable	Competent and Capable	Competent and Capable	Competent and Capable	Outstanding	
Competent and Capable	Outstanding	Outstanding	Outstanding	Outstanding	Competent and Capable	Outstanding	
Needs Improvement	Competent and Capable	Competent and Capable	Competent and Capable	Competent and Capable	Competent and Capable	Needs Improvement	
Competent and Capable	Competent and Capable	Competent and Capable	Outstanding	Outstanding	Competent and Capable	Outstanding	
Competent and Capable	Competent and Capable	Competent and Capable	Competent and Capable	Competent and Capable	Competent and Capable	Competent and Capable	
Competent and Capable	Competent and Capable	Competent and Capable	Needs Improvement	Competent and Capable	Outstanding	Outstanding	

Policy



Superintendent Relations [The board acts as a policy-making and governance body and refrains from infringing on the superintendent's area of administration.]	Superintendent Relations [The board develops, with cooperation from the superintendent, a set of criteria used for superintendent evaluation, which is done annually.]	Superintendent Relations [The board encourages and supports the professional advancement of the superintendent.]	Superintendent Relations [The board requests information through the Superintendent or from staff members with the Superintendent's permission and knowledge.]	Comments on Superintendent Relations?
Competent and Capable	Competent and Capable	Competent and Capable	Outstanding	Annual Superintendent evaluation is a work in progress, in my opinion.
Competent and Capable	Needs Improvement	Competent and Capable	Competent and Capable	
Outstanding	Outstanding	Outstanding	Outstanding	The superintendent relationship with board up to this point continues to be a positive one. It has gotten off to a great start and it has been a positive for the board and the school system. Looking forward to many more years of working with Dr. Gurley.
Competent and Capable	Competent and Capable	Competent and Capable	Competent and Capable	
Needs Improvement	Competent and Capable	Outstanding	Competent and Capable	
Competent and Capable	Competent and Capable	Competent and Capable	Competent and Capable	We need to address conflicts of interest when close friends and family members have issues with school division policies or are working to resolve an issue.
Needs Improvement	Outstanding	Competent and Capable	Competent and Capable	

Superintendent Relations

