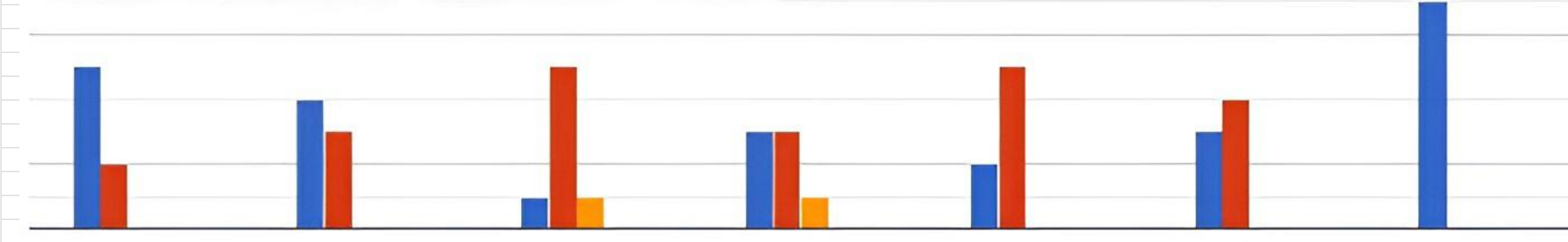
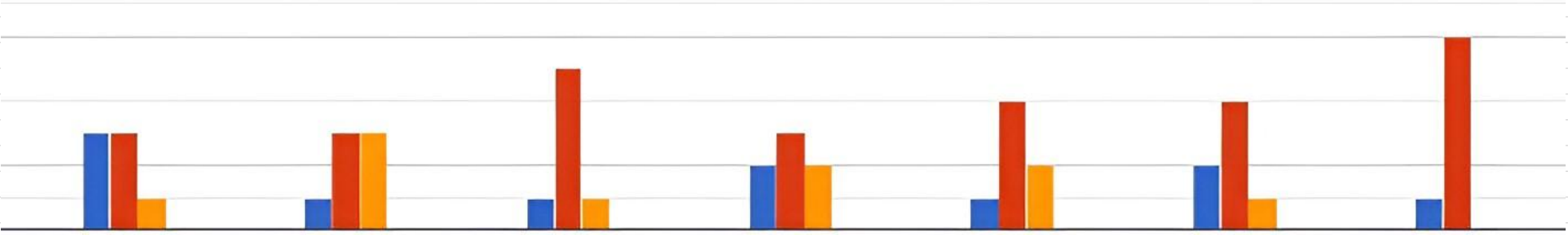


Board Relations [Board members always have the educational well-being of children as the top priority]	Board Relations [Board members attend scheduled meetings insofar as possible]	Board Relations [Board members are prepared for meetings.]	Board Relations [Board members relate to each other in a courteous 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.]
Competent and Capable	Competent and Capable	Needs Improvement	Needs Improvement	Competent and Capable	Competent and Capable	Outstanding
Outstanding	Outstanding	Competent and Capable	Competent and Capable	Competent and Capable	Competent and Capable	Outstanding
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Outstanding	Outstanding	Outstanding	Outstanding	Outstanding	Outstanding	Outstanding
Board Relations						
Outstanding	Competent and Capable	Needs Improvement	Deficient	N/A		



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.]
Competent and Capable	Needs Improvement	Needs Improvement	Competent and Capable	Needs Improvement	Needs Improvement	Competent and Capable
Outstanding	Needs Improvement	Competent and Capable	Outstanding	Outstanding	Competent and Capable	Competent and Capable
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Board Relations						
Outstanding	Competent and Capable	Needs Improvement	Deficient	N/A		
						



### Comments on Board Relations?

I've noticed that some questions tend to come up repeatedly, and I wonder if that may be due to inconsistent engagement with board briefs, agenda materials, community meetings, or peer discussions. This isn't a criticism—just an observation that might help us reflect on how we stay aligned and informed as a team.

I also feel there's room for us to strengthen how we engage with one another. At times, our interactions don't always feel as courteous or respectful as they could be. I know we all care deeply about our community, and I believe improving our communication and collaboration will help us function more effectively as a Board.

I think it's also worth revisiting the idea that Board members hold no individual power. While we certainly operate as a collective body, each of us does carry a level of influence and responsibility. I believe we could be more intentional about how we use that influence to advance our shared goals and support the work of the Board as a whole.

When it comes to public interaction with the Board and the Superintendent, I've noticed those moments aren't always as conversational or accessible as they could be. While I understand that Board meetings are designed for official business, it might be valuable to revisit the idea of hosting community-based town hall events a couple of times a year. With so many important projects on the horizon, these gatherings could serve as an opportunity to share updates, foster trust, and engage with our community in a more open and approachable way. It could also help address concerns around transparency and ensure people feel seen and heard.

Lastly, I want to emphasize the importance of our presence at school, staff, and community events. I know it's not always easy to attend everything, but I don't believe we all engage consistently in this area. The idea that "this is just how boards operate" doesn't quite sit right with me. I think we have an opportunity to set a higher standard for visibility and involvement. When we show up, we build stronger relationships and reinforce our commitment to the people and programs we serve.

Board members often come into discussions with pre-formed opinions or make decisions based on incomplete information. This limits open-minded discussion and can lead to rushed or less-informed outcomes. We need to do a better job of hearing all facts before deciding.

There have been instances where board members have used personal social media to publicly criticize the school division and its leadership. This undermines trust and cohesion. Board members need to recognize that serving on the board requires stepping back from personal communications that could damage the division's work or reputation. Concerns about division operations or leadership should be addressed privately through appropriate internal channels. Board members should recognize that, once elected, personal statements about the division are perceived as official.

Board members continue to make individual requests of the Superintendent without securing support from the full board. This creates confusion, consumes staff time, and pulls leadership away from critical work. Board members must respect that authority rests with the board as a whole, not individuals, and should refrain from making requests unless endorsed by a majority. Clear protocols must be reinforced to protect staff time and maintain focus on division priorities--board members should be directing community concerns through the appropriate chain of command and not be a direct contact to the Superintendent.

Board members consistently attend a wide range of school, staff, and community events, despite the part-time nature of the role. Criticism about board members "not showing up" overlooks the significant time already committed to division activities. While visibility is important, expectations must be tempered with the reality that board service is not a full-time position. Our focus must remain on effective governance, not meeting unrealistic demands for constant presence. The board could consider a more deliberate sign-up/distribution of attendance at key events.

I think we treat each other with respect, solicit positions even though they might be contrary to one's own, and coordinate/collaborate as well as we can when considering the limitations on our non-meeting discussions. I think every board member takes the role seriously and is engaged in their own way. I'm proud to be a colleague of my fellow board members as I think we're doing a good job tackling challenging topics (cell phones, SROs, Rezoning, etc...) and being very thoughtful about it.

The overall board works well together. I would like to see more outreach and community presence from a few board members.

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.]																																
Needs Improvement	Competent and Capable	Needs Improvement	Competent and Capable	Needs Improvement	Needs Improvement	Needs Improvement																																
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**Comments on Policies?**

I've observed that, at times, accountability doesn't always feel consistently applied. I believe it's important that we hold ourselves—and one another—to the same standards in order to model fairness and integrity. Consistency not only strengthens our internal team dynamic but also builds trust with the community we serve.

In regard to the statements that “The Board cooperatively establishes policies with the administration for the operation of the schools” and “The Board allows public input into the policy development process,” I see a valuable opportunity for growth. For these goals to be fully realized, I believe the Board needs dedicated time and space to collaborate and discuss which policies we may want to explore, update, or expand.

Additionally, I'd recommend a comprehensive audit of our existing policies conducted by an outside consultant. This would help ensure we're not overlooking areas that could benefit from clarification or modernization. It may also be helpful to clearly define the difference between policy and regulation, so both the Board and the community share a common understanding of how decisions are made and implemented.

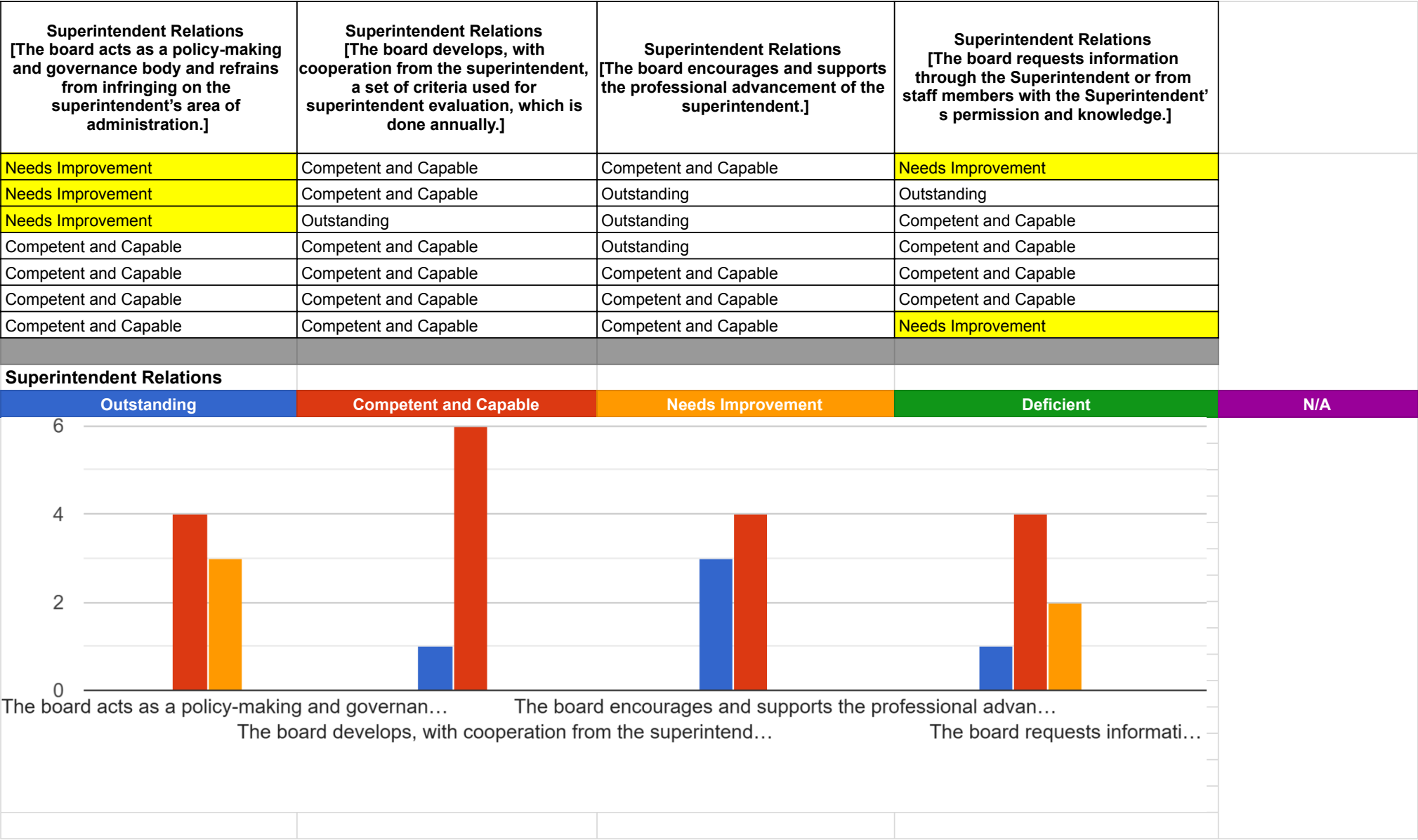
Lastly, while the Board is expected to communicate with city, state, and federal government officials regarding educational issues and funding, I'd love to see more intentional and coordinated efforts in this area. Establishing clear directives, consistent messaging, and shared talking points could strengthen our advocacy and present a unified voice for our schools. More structured opportunities for engagement would also help build meaningful relationships with our government partners and reinforce our commitment to serving our students and staff.

The board has made important strides over the past year to ensure that both board members and staff consistently adhere to established policies. We are more mindful of applying policies uniformly and using them as the foundation for decision-making and oversight. Continued focus on policy adherence will strengthen accountability and trust across the division.

Ongoing collaboration with City Council and City Manager partners has been a key factor in advancing the division's priorities.

While board members demonstrate a working understanding of many policies, there is room for improvement in building deeper knowledge of the full body of policies impacting the division. Given the volume and complexity of policies, board members could benefit from more structured approaches, such as periodic policy reviews during work sessions, targeted training on key policies, creating quick-reference guides, and better use of the division's online policy manual. A more intentional focus would help ensure decisions consistently align with adopted policy.

Comments on Policies?
I think we do a good job of considering public opinions and engaging with the public on various policy issues. We do not get staff recommendations on policy explicitly and I'd like to change that so that any policy decision we're taking we get an explicit staff recommendation. Do we have to take the staff recommendation? No. But, we should consider it. Staff are experts in many areas. That said, many of our school board members are also experts in many areas and I think can and should opine on topics and we shouldn't necessarily rubber stamp a staff recommendation.
Needs to be reviewed





Comments on Superintendent Relations?
<p>I'd love to see us, as a Board, continue to be more intentional in supporting the Superintendent—especially when it comes to empowering him to delegate responsibilities. Giving him the space and support to focus on leading at a higher level will ultimately help strengthen his leadership and benefit the entire division.</p> <p>Also, I think it's important that we offer encouragement just as often as we provide feedback for improvement. A balanced approach can go a long way in fostering a positive, productive working relationship.</p>
<p>While the board generally respects the Superintendent's role, there are instances where board members cross into operational matters rather than staying focused on policy and governance. This can blur the lines of authority, create confusion for staff, and undermine the Superintendent's ability to manage the division effectively. Greater discipline is needed to ensure that the board sets direction through policy and oversight, while leaving day-to-day administration to the Superintendent.</p> <p>Board members are more consistently routing information requests through the Superintendent, respecting the established communication protocols. This practice helps maintain clear lines of authority, ensures staff time is managed effectively, and supports stronger collaboration between the board and the division's leadership team.</p>
<p>I'm always interested in Dr. Gurley's feedback on this topic and where he thinks were being helpful and areas where we need to improve. I'd hope he thinks we have a constructive relationship and overall, the SB members support his execution of policy and other goals.</p>