

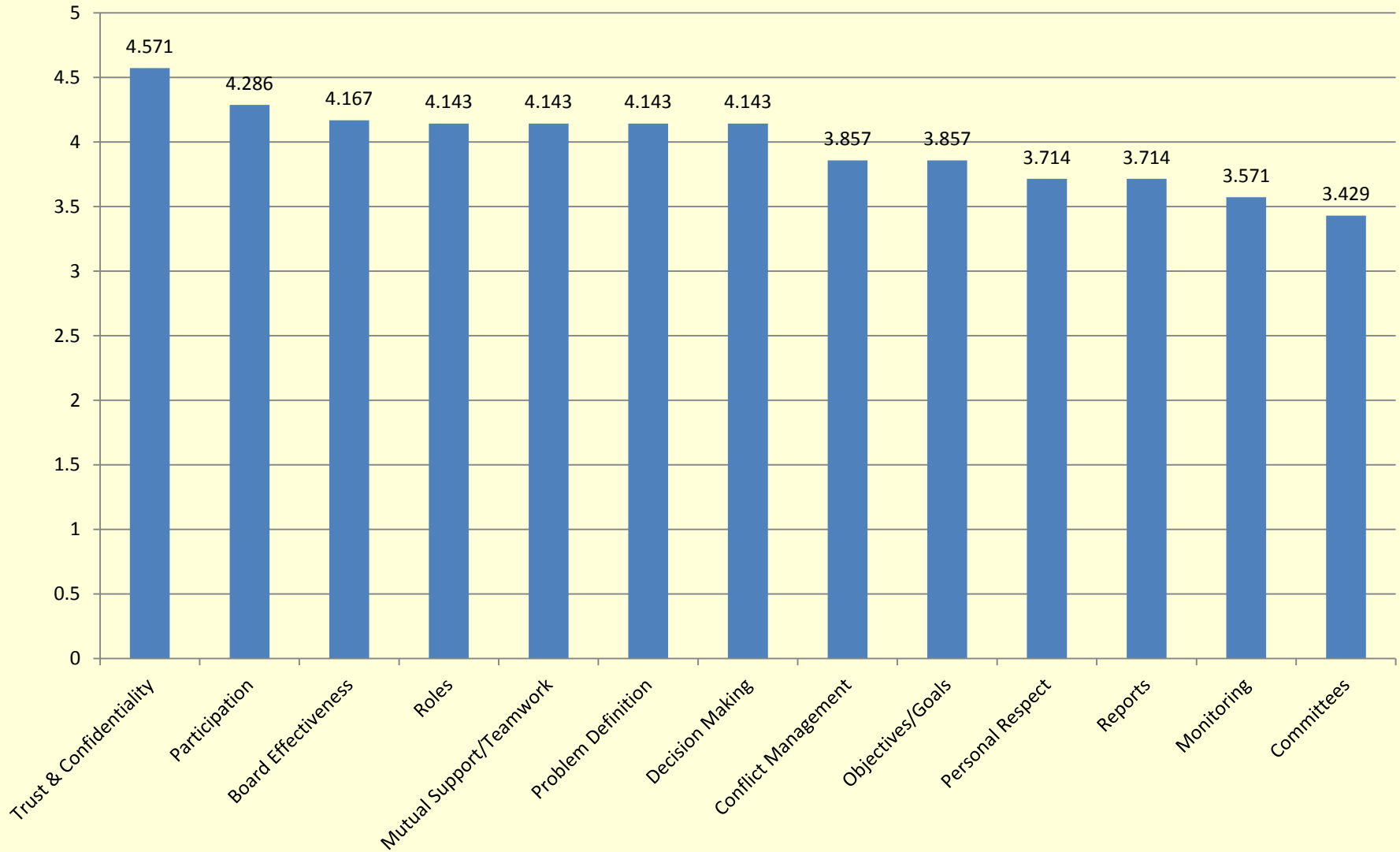
Webster Groves School District

**Board Self-Evaluation
Monday, March 23, 2015**

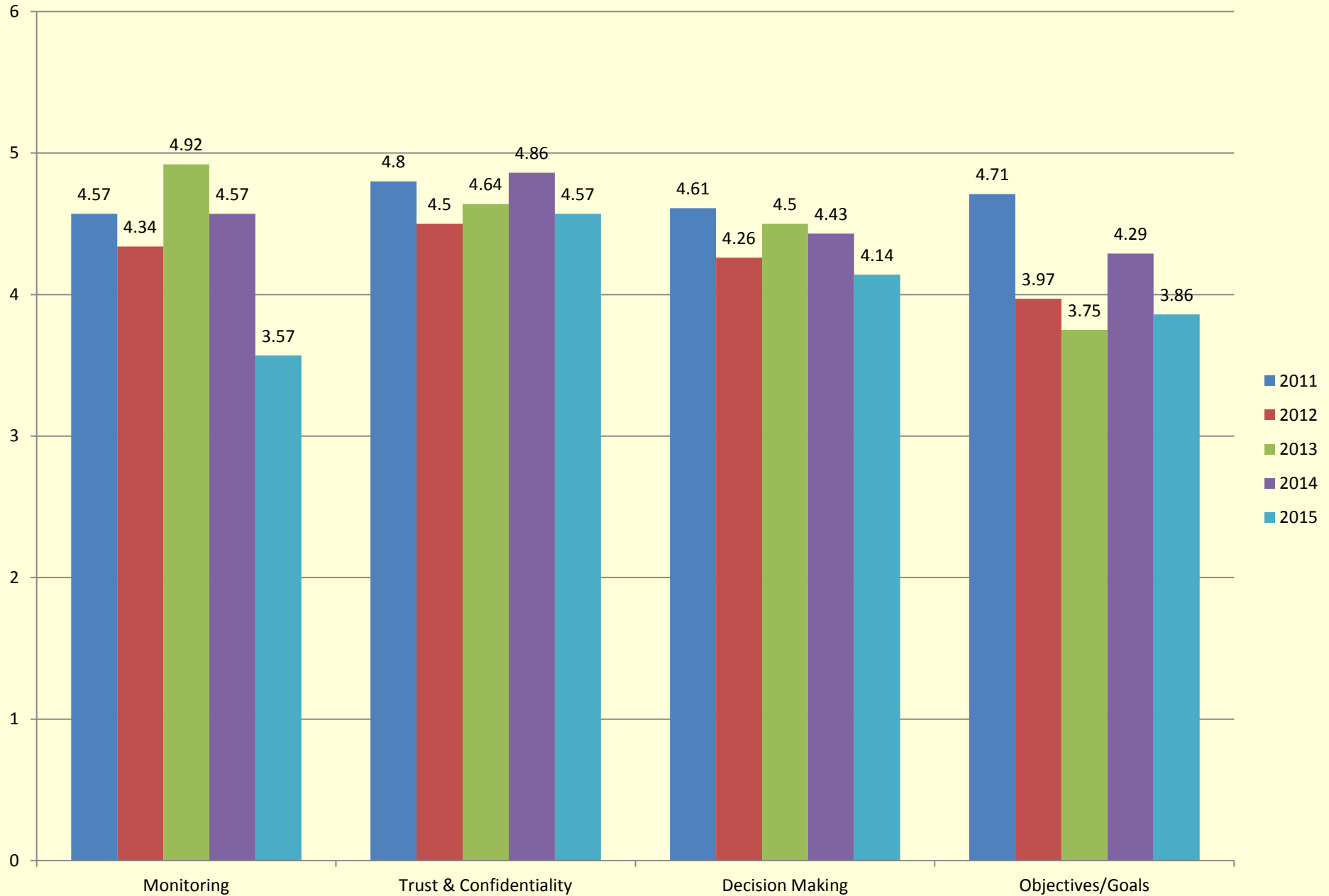
Agenda

1. Introductions
2. Review of Survey Data
3. Discussion of Selected Responses

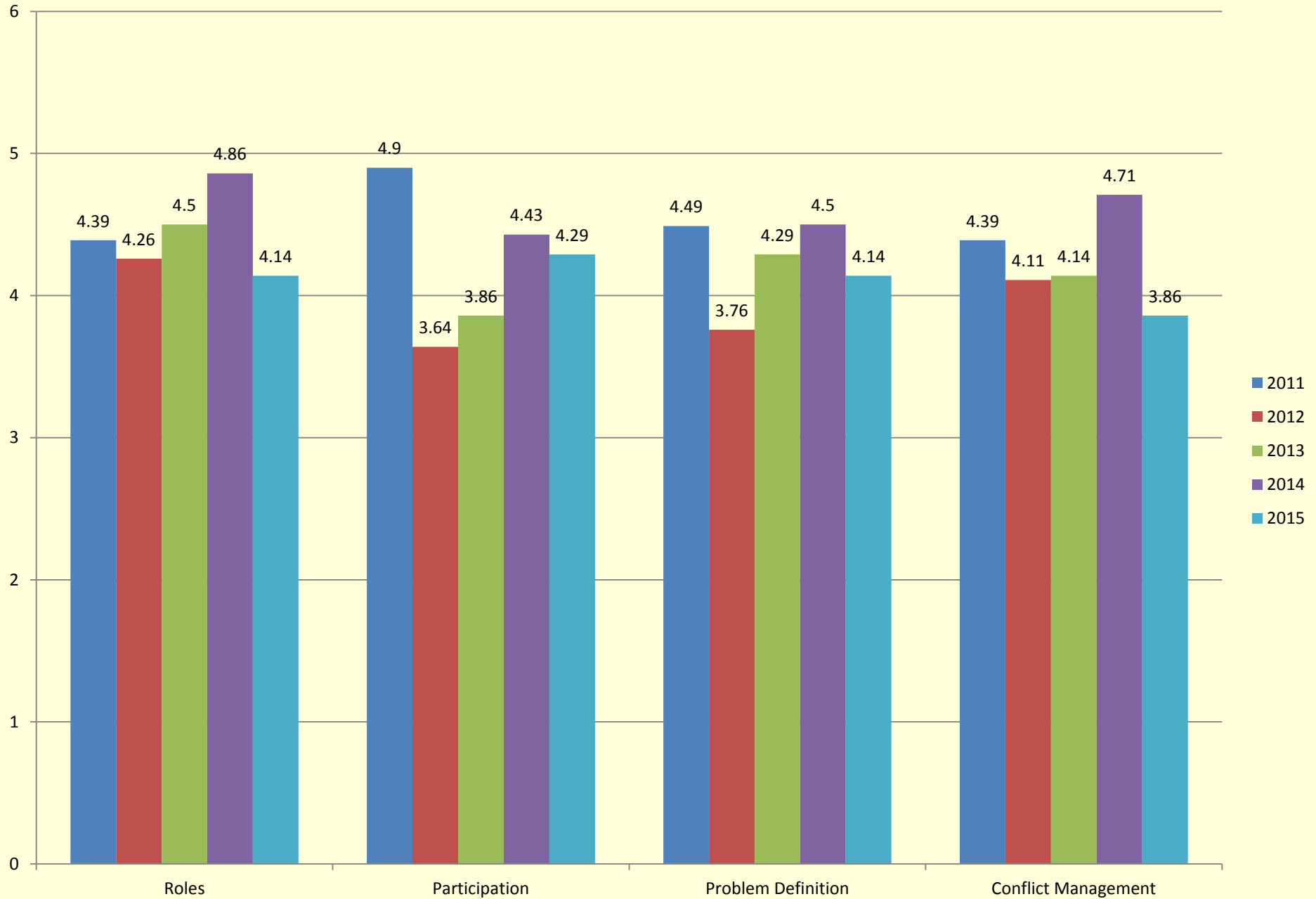
Webster Groves School District Board Self-Evaluation: Rank Order



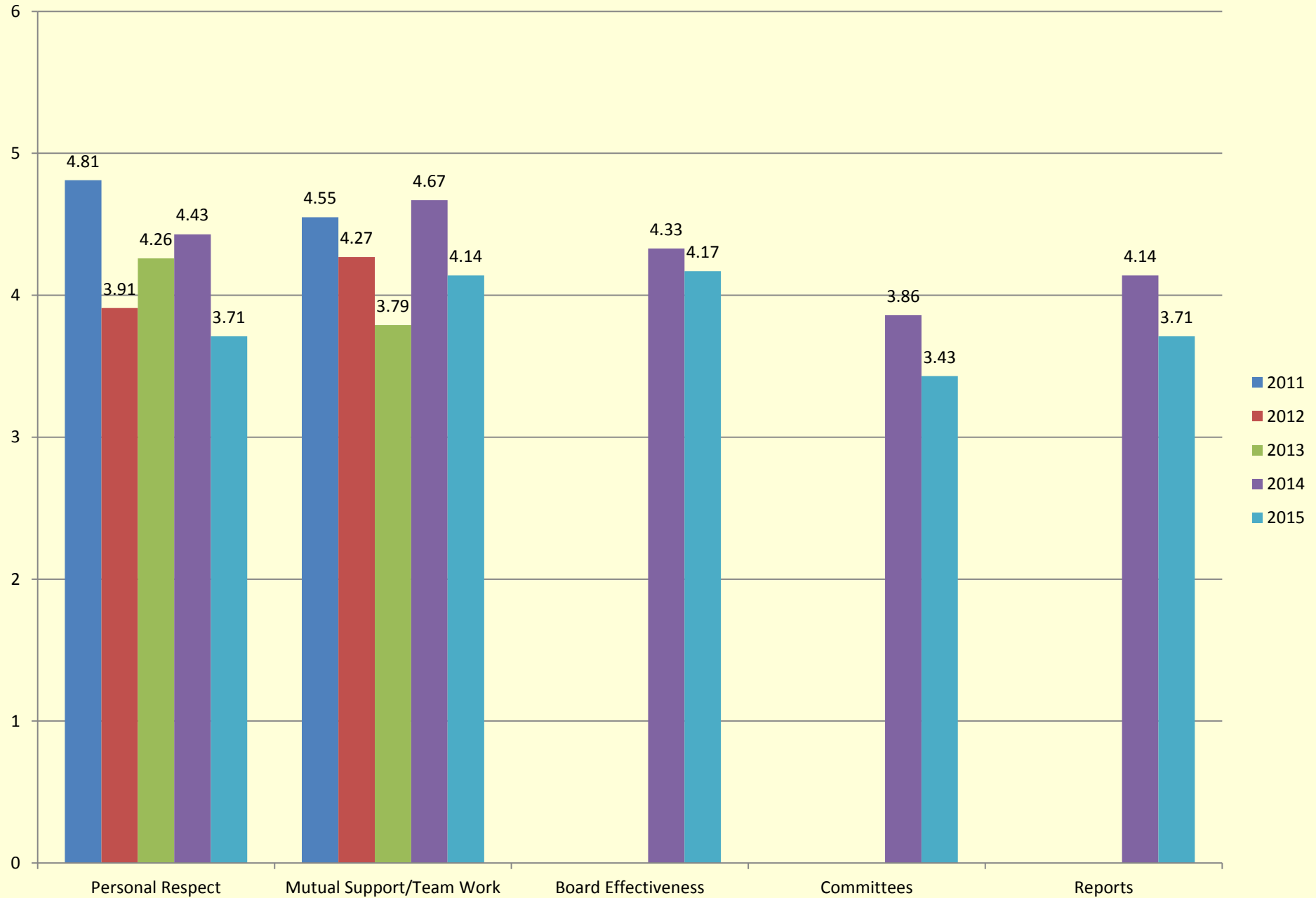
WGSD Board Self-Evaluation: Comparison



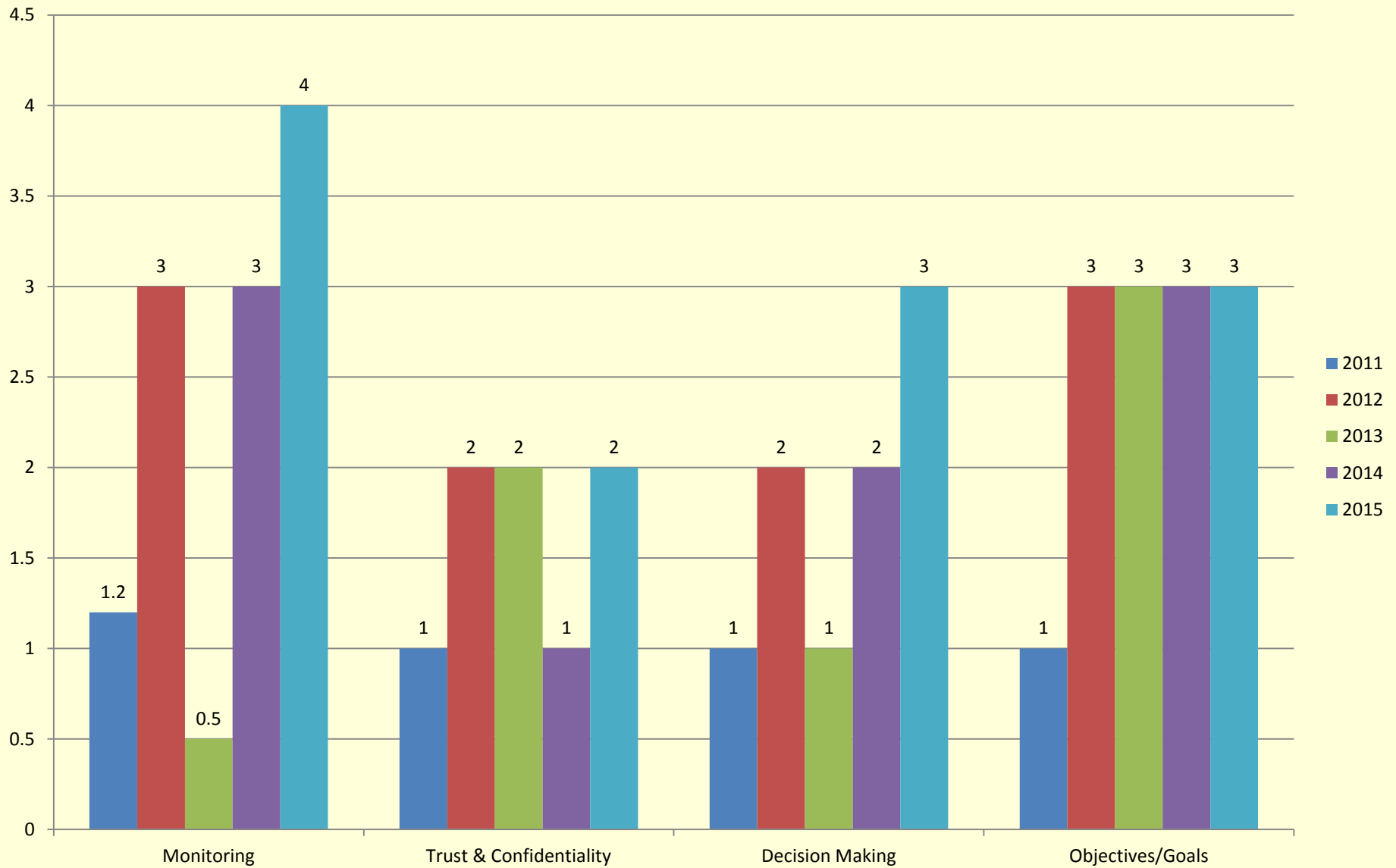
WGSD Board Self-Evaluation: Comparison



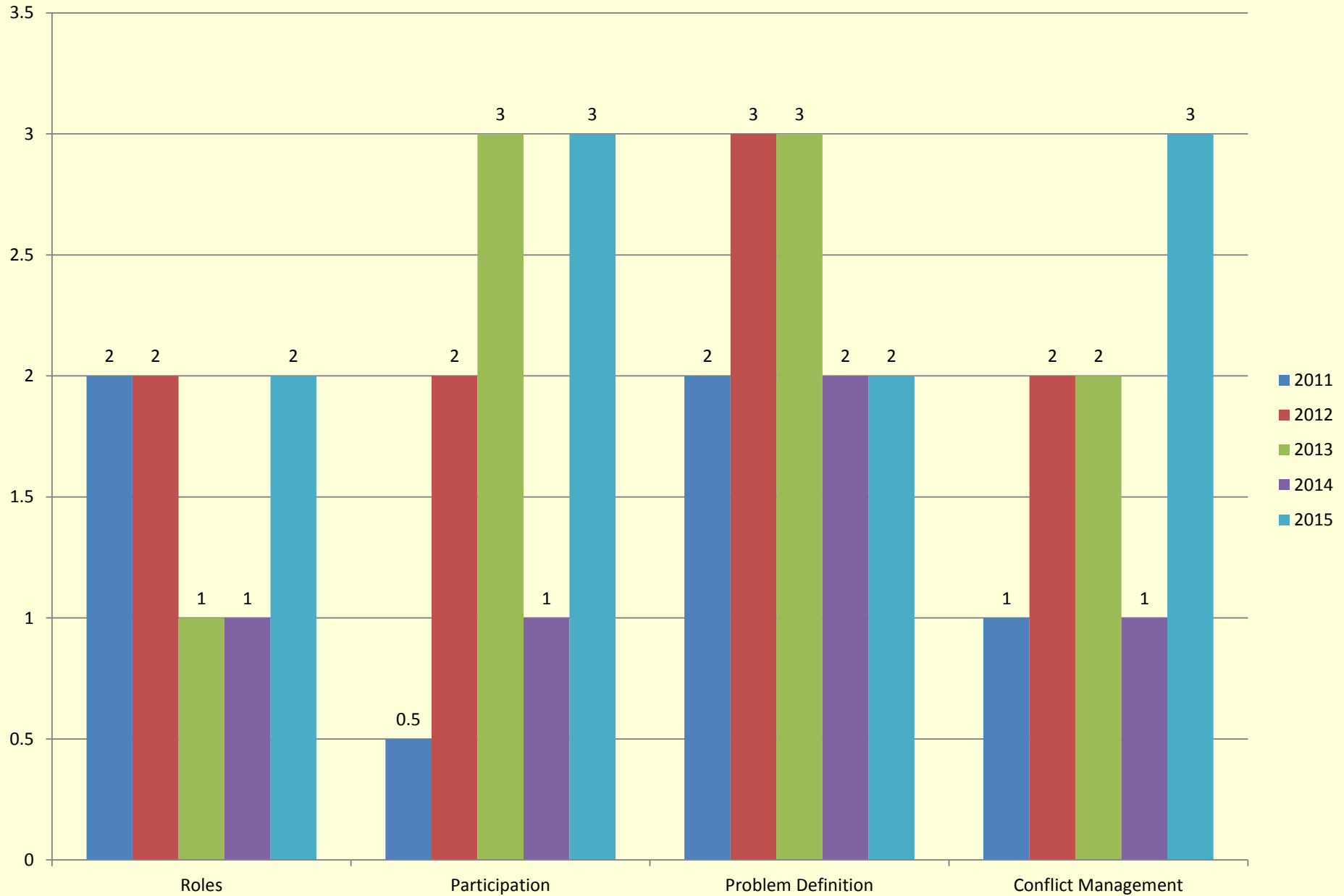
WGSD Board Self-Evaluation: Comparison



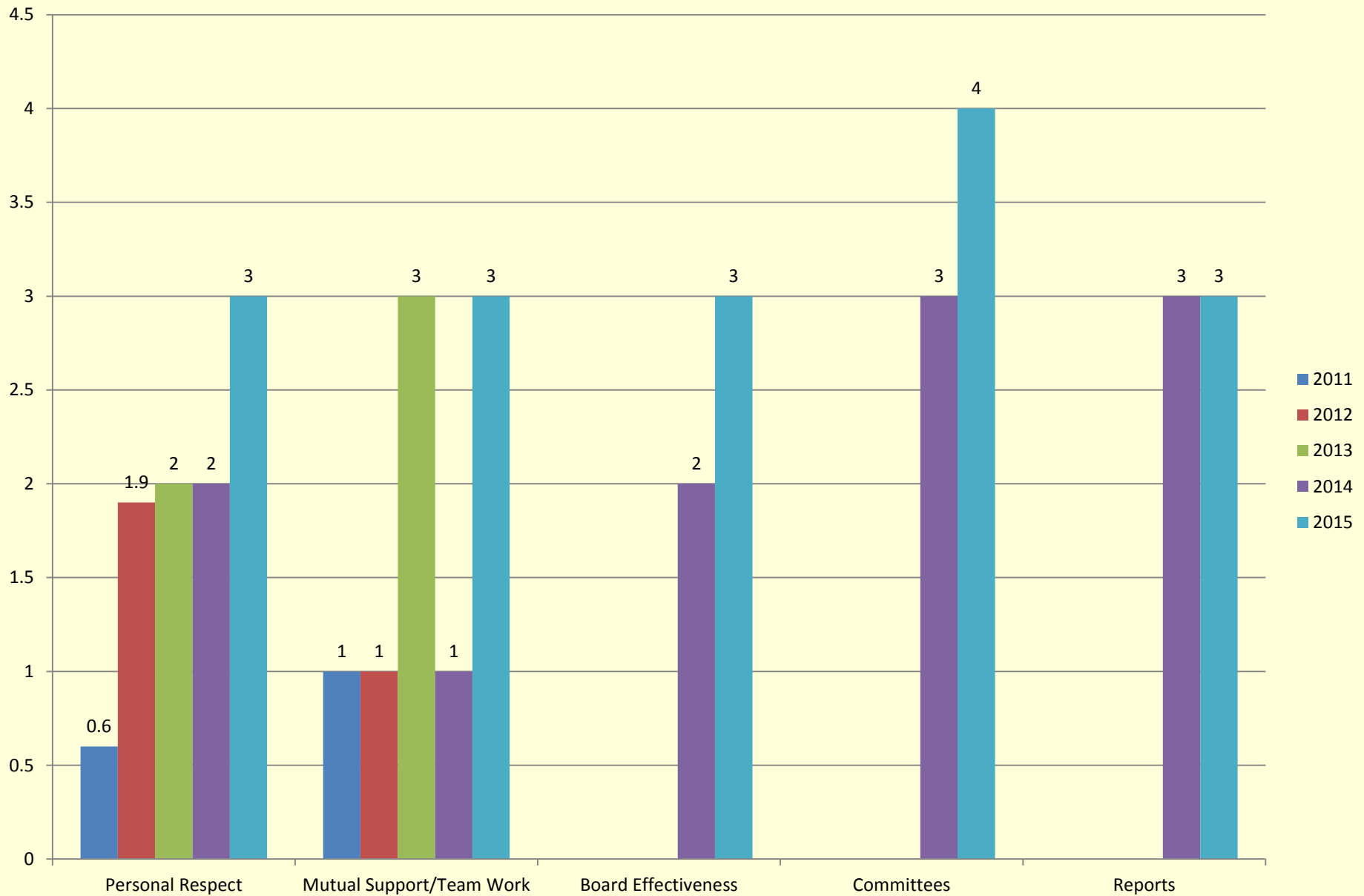
WGSD Board Self Evaluation: Range Comparison



WGSD Board Self Evaluation: Range Comparison



WGSD Board Self Evaluation: Range Comparison



Discuss an issue from the past year that you feel the Board dealt with in an effective manner

What Board dynamics worked well in addressing this issue?

Based on several comments made in the sections dealing with *personal respect* and *conflict resolution*, it was noted that debate has become less respectful and more personal in tone.

What standards should a Board abide by in order to ensure effective, respectful and thorough debate on issues?

What things should you do in debating issues?
What things should you not do?

In the area of *monitoring*, there appear to have been several disconnections between what the Board expected and the subsequent follow-through from administration.

Discuss these issues and how they can be avoided in the future.

A concern was raised in *problem definition* relative to the Board often reacting to administrative recommendations rather than offering solutions to problems themselves.

Do avenues exist in WGSD Board operations for members to discuss and develop solutions to problematic issues facing the district?

If not, how should present practice be modified to accommodate greater Board participation?

Reports to the Board have long been an issue of discussion at WGSD Board retreats. Though overall improvement has been noted, there is still some frustration regarding these.

What can be done to further improve the reporting process?

The *committee* process continues to be an area of concern mentioned in the evaluation.

What are concrete steps the Board can give to the administration to improve the process?

What can new Board members learn from experienced Board members in order to become better?

What can experienced Board members learn from newer Board members in order to become better?

What is your greatest strength in working with others as part of a team?

What aspect of working as part of a team do you feel you most need to improve upon?

Is there any issue from the Board evaluation that was not discussed and needs to be addressed?

OBSERVATION:

The WGSD Board has continually struggled with the descriptors attached to the responses within the category of *Board Effectiveness*. That has resulted in several members marking a “3” as a default response.

SUGGESTION:

The Board may want to consider changing the lowest descriptor to read “The Board is operating at a low level of efficiency and effectiveness” and the highest descriptor to read “The Board is operating at a high level of efficiency and effectiveness.”

What do you value in each other?

