



Policy 1.8.1R

## EVALUATION OF SCHOOL BOARD OPERATIONAL PROCEDURES

Effective: 2/19/1980

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The Russellville School Board is committed to the concept of accountability. A district with an effective evaluation program must begin with an assessment of the Board by its members. The primary purpose of this evaluation is the improvement of school board leadership and, thus, an improved school system.

Further, an instrument that provides for dual evaluation by the Superintendent and other administrative staff if desired by the Board, as well as by Board members, will be used as one means of providing a meaningful answer to the question, "How are we doing?" Dual evaluation acknowledges the Board's close working relationship with the administrative staff and the fact that the Board's actions or inactions can significantly affect the effectiveness of the administrative team.

### Guideposts

An effective program of evaluation contains essential features. The following conditions are crucial to evaluation that has as its primary purpose the improvement of school board leadership:

1. Board members should be involved in the development of standards against which they will evaluate themselves, or at least accept previously developed standards as appropriate to their current operations. (Ref. Handbook for Arkansas for School Board Members)
2. The evaluation should be at a scheduled time and place, with no other items on the agenda, and all members should be present.
3. The evaluation should be a composite of individual Board members' ratings, but the Board as a whole should meet to discuss the results.
4. The evaluation should include a discussion of strengths as well as weaknesses.
5. The evaluation should be conducted annually, preferably before January; however, this does not preclude the Board from evaluating itself as often as it may deem necessary.
6. The Board should not necessarily limit itself to those items which appear on the evaluation form. No form or set of guidelines can encompass the totality of a school board's responsibilities.

7. The Board President or Superintendent will collect the evaluation forms and will tally the scores for a composite average.

### Objectives

When the Board has received a composite profile from the evaluation, its members will discuss the results in detail and formulate a series of objectives for the ensuing year. The President of the Board shall have the responsibility of seeing that these objectives are organized in accordance with good planning, conscientious follow-through, and careful assessment of results.

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