

**BOARD SELF-EVALUATION**

The board shall conduct an annual self-evaluation. Each board member shall use a self-evaluation instrument to appraise individual performance or the performance of the board as a whole. Results of these evaluations shall be discussed at least annually, and revised standards and priorities shall be developed to guide the board's development in the coming year.

The board considers the following conditions crucial to self-evaluation:

1. Board members should be involved in developing the standards and process to be used. The standards may include, but not be limited to:
  - educational leadership;
  - policy development;
  - board member development and performance;
  - relationships with the superintendent and other staff members;
  - communications with the public;
  - fiscal management;
  - board meeting organization and committee performance;
  - relations with cooperating agencies and other governmental organizations.
2. Evaluation shall be no later than June with all board members present, and may be conducted by a third party.
3. The evaluation shall be a composite of the individual board members' opinion.
4. The evaluation shall discuss strengths as well as areas needing improvement.

The evaluation results shall be discussed in detail, and the board shall formulate an action plan with smart goals for the coming year. These smart goals shall be stated in the form of behavioral change or productivity gains.

Adopted: 12-03-2007

Revised: 3-02-2009, 2-06-2012

Reaffirmed: 1-05-2015, 7-17-2017, 12-09-2019