

# Delran Board of Education

## Self-Evaluation Review 2015

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## Professional Improvement Plan Synopsis

As part of an on-going self-improvement process the board undertook a self-evaluation to improve board effectiveness and help achieve best practices. You are to be commended for taking this step every year and making it part of your annual evaluation process.

Eleven of Eleven Board Team Members participated in the 2015 board self-evaluation process. The total compilation (numbers, averages, and comments) is included in the compiled Board Self-Evaluation. The self-evaluation can be very helpful when developing Board of Education goals for the upcoming year and also for developing the Board's Professional Development Improvement Plan.

**Chart I:** Plots the value you have given each of the nine areas against the scores that you have given to full board achievement in that area. This is useful when matching performance to importance. You will see that you place a value on every one of the areas, and in all areas your board scores are compared between expectations and performance.

**Chart II:** Plots the scores you give the full board in each area as opposed to the scores you give to your individual performance in that area. This is useful when looking at correlation between group performance and individual contribution to that performance. What I look for in this chart is a marked discrepancy between how you rate yourself as an individual and how you rate the board as a whole. In the indicators on the left side (task areas) it is normal for the board to be viewed as more effective than the individual. The indicators on the right side measure those inter-personal areas of your work and here, the greater the discrepancy, the more dialog the board should have on the specific tasks.

**Chart III:** Plots the scores you have given the full board in each area for this year as opposed to the scores you gave to the board the previous two years. This can be useful in determining the board's growth from one year to the next. (Note: 10 members participated in 2013 and 6 members participated in 2014)

### **I. SUMMARY OF BOARD STRENGTHS**

The specific areas of board strengths are:

**Planning:** With broad community input, established a district wide mission and multi-year plan for education. Plans, and collaboratively sets district and board goals and establishes priorities annually.

**Policy:** Uses written policies as the framework for our decision-making process.

**Student Achievement:** Determines the district educational goals with input and data from administration. Monitors the effectiveness of our instructional programs by measuring student achievement against state and local standards and other pertinent data.

**Finance:** Exercises financial oversight of all aspects of district operations in accordance with statutes.



**Board Operations:** Provides a climate that allows free, open and orderly discussion by all members at our meetings.

**Board Performance:** Recognize that authority rests with the board as a whole, sitting in a legally authorized board meeting. Ensures that all members have input into decisions. Avoids even the appearance of impropriety or conflict of interest. Operates in accordance with the board member's Code of Ethics and the Ethics Act.

**Board/Superintendent Relations:** Works with the superintendent in a spirit of mutual trust and confidence. Keeps the superintendent informed about community/school issues and aspirations.

**Board/ Staff Relations:** Provides for public recognition of staff achievements.

**Board/ Community Relations:** Encourages community involvement in the district.

## **II. CHALLENGES AND SOLUTIONS**

The Board has defined its key challenges in the following areas:

- Finances and Funding (2% cap, unfunded/underfunded mandates, negotiations, benefits)
- Meeting the Academic Needs and Growth for All Students (Programs: Regular, Special Needs, & Intervention; ELL, Common Core, Assessments; effective measures, college & careers)
- Growing Student Population & Facilities Constraints (Space/class sizes, aging infrastructure)
- Hiring & Retaining Highly Qualified Staff (negotiations, evaluations)

## **III. SUGGESTED AREAS FOR ADDITIONAL BOARD FOCUS AND PROFESSIONAL DEVELOPMENT:**

- Finance & Budgeting (BOE Finance 101)
- Board's Role in Curriculum and BOE Education 101
- Negotiations (Contract Analysis & Salary Guides)

Goal setting may help the board and the board/superintendent team by providing a board professional development plan focused on improving student achievement.

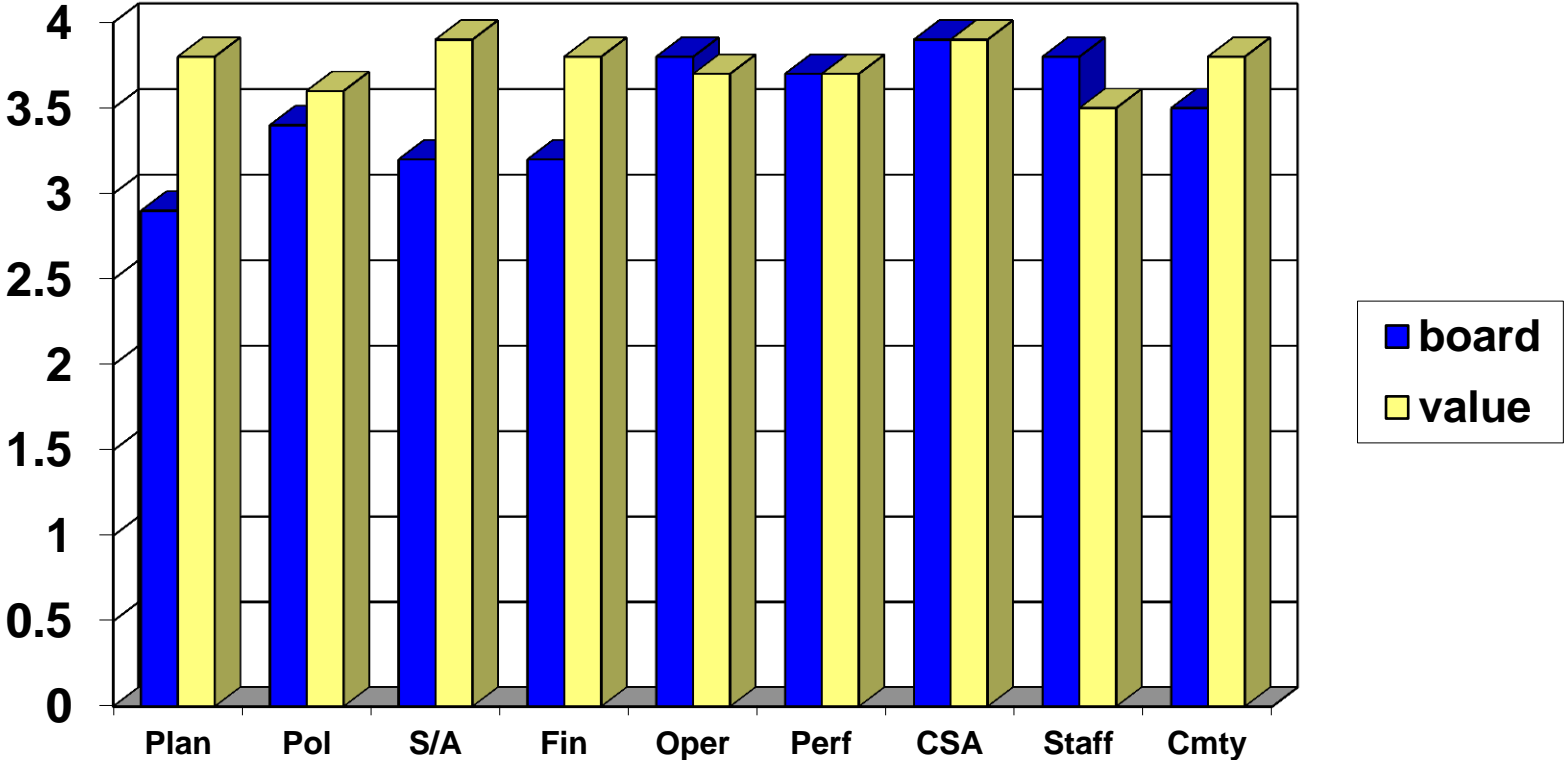
Re-emphasizing roles and expectations, processes and procedures as well as continuing to develop a cohesive board team should assist in improving your overall effectiveness.



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## Board Score to Value (Priority) 2015

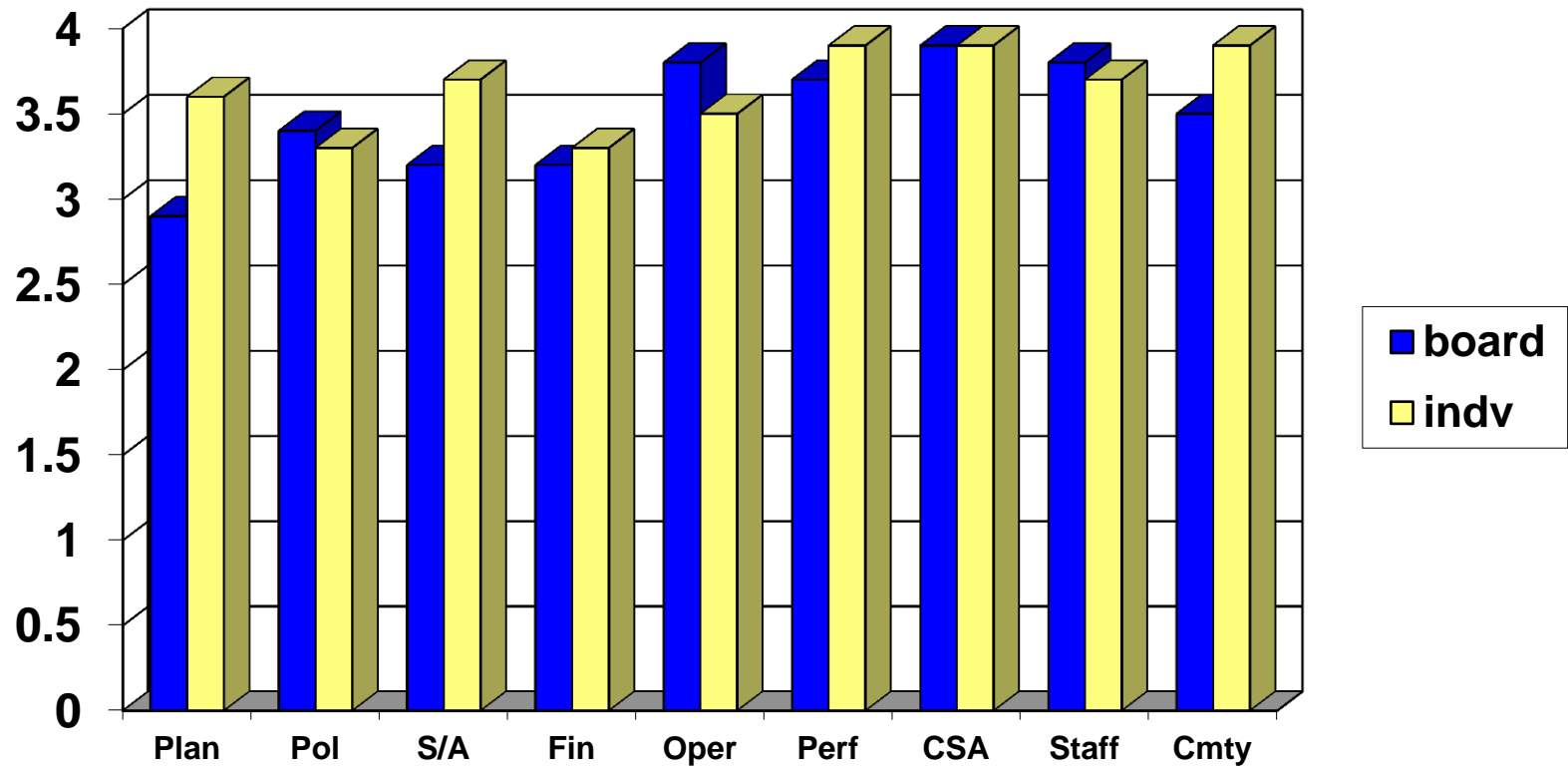
### Chart I



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## Board to Individual Member score 2015

### Chart II



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## Board Self Evaluation Compare scores 2013- 2015

### Chart III

