

West Contra Costa USD

Board Bylaw

Board Self-Evaluation

BB 9400

Board Bylaws

The Governing Board shall annually conduct a self-evaluation in order to demonstrate accountability to the community and ensure that district governance effectively supports student achievement and the attainment of the district's vision and goals.

The Board is committed to monitoring and annually evaluating their collective board performance to demonstrate accountability to the community and ensure that district governance effectively supports student achievement and the attainment of the district's vision and goals.

The evaluation may address any areas of Board responsibility, including but not limited to Board performance in relation to vision setting, curriculum, personnel, finance, policy, collective bargaining and community relations. The evaluation also may address objectives related to Board meeting operations, relationships among Board members, relationship with the Superintendent, understanding of Board and Superintendent roles and responsibilities, communication skills, or other boardsmanship skills.

The Board shall be evaluated as a whole. Individual Board members also are encouraged to use the evaluation process as an opportunity to privately assess their own personal performance.

Each year the Board, with assistance from the Superintendent, shall determine an evaluation method or instrument that measures a reasonable number of previously identified performance objectives. Videotape of a Board meeting may be used as an evaluation tool only with the consent of all Board members.

Any discussion of the Board's self-evaluation shall be conducted in open session. At the request of the Board, a facilitator may be used to assist with the evaluation process. The Board may invite the Superintendent or others to provide input into the evaluation process.

Evaluations give the board an opportunity to identify and remove obstacles to better performance and to highlight best practices. Boards derive the highest values from a board assessment that is shaped on by five key principles:

1. The board has clear objectives for evaluation.
2. A board leader drives the process.
3. The process incorporates perspectives from senior management who regularly interact with the board.

4. The assessment process goes beyond compliance issues to examine board effectiveness across a broad range of measures.

5. The board commits to reviewing the results of the assessment together and address the issues that emerge.

(from Au, Born, DeAngelis, January 2012)

If thoroughly conducted, a board evaluation has the potential to significantly enhance board effectiveness, maximize strengths, and tackle weaknesses. The primary driver for the evaluation should be a desire to build a high-performing board, well suited to anticipate, meet and overcome challenges ahead.

(from Ungureanu, Harvard Law School)

WCCUSD Board members agree that the evaluation will include the following:

1. Evaluation is based on data.
2. It is completed annually.
3. It addresses the Board goals.
4. It includes public and agency input.

Following the evaluation, the Board shall develop strategies for strengthening Board performance and shall establish priorities and objectives for the following year's evaluation.

Legal Reference:

GOVERNMENT CODE

54950-54963 Brown Act; board self-evaluations not covered

Management Resources:

CSBA PUBLICATIONS

Professional Governance Standards, 2000

Maximizing School Board Leadership, 1996

WEB SITES

CSBA: <http://www.csba.org>

Policy WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT

adopted: May 2, 2007 Richmond, California

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