BOE Work Session
September 27, 2023 5:30 PM
Central Services Board Room

1. Call to Order - Ms. Teresa Boston
2. Moment of Silence/Pledge of Allegiance - Ms. Teresa Boston
3. Agenda
4. Director and Board Member Evaluations
5. Work Sessions/Committee Meetings-Mr. Nick Davis
6. Old Business
7. Questions from Media
8. Adjournment

(*) Indicates Board Approval Required

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September 27, 2023 at 5:30 PM - BOE Work Session

1. Call to Order
Speaker(s): - Ms. Teresa Boston
Agenda Item Type: Procedural Item

2. Moment of Silence/Pledge of Allegiance
Speaker(s): - Ms. Teresa Boston
Agenda Item Type: Procedural Item

3. *Approval of Agenda
Agenda Item Type: Action Item

4. Director and Board Member Evaluations
Agenda Item Type: Action Item
Attachments: (2)

- Board Self Evaluation
- Director Evaluation

5. Work Sessions/Committee Meetings-Mr. Nick Davis
Agenda Item Type: Action Item

6. Old Business
Agenda Item Type: Action Item

7. Questions from Media
Agenda Item Type: Information Item

8. Adjournment
Agenda Item Type: Action Item
Comments:

2022-2023 CUMBERLAND CO. SCHOOL BOARD SELF-EVALUATION

Rating Scale
1 Strongly Disagree/Not important
to
6 Strongly Agree/Extremely Important

		1	2	3	4	5	6	7	8	9	Importance Average	Current Average
BOARD MEETINGS												
The Board has sufficient time and opportunity to review the agenda and supporting materials before a board meeting	Current Status	6	5	3	5	4	5	4	3	3		4.22
	Importance?	6	6	6	6	6	5	6	6	6	5.89	
The Board encourages participation by each Board member	Current Status	6	6	4	4	3	5	5	3	1		4.11
	Importance?	6	6	6	6	5	5	5	6	6	5.67	
Board members come to meetings prepared to focus on discussion issues and keep comments relevant and brief	Current Status	6	5	4	5	2	5	3	3	3		4
	Importance?	6	5	6	6	6	5	5	6	4	5.44	
All board members are routinely familiar with the agenda materials and are ready to discuss and decide important items	Current Status	6	6	3	5	3	5	5	4	3		4.44
	Importance?	6	6	6	6	6	5	5	6	6	5.78	
Adequate background information on issues to come before the board is routinely provided in advance of the board meeting	Current Status	5	5	4	5	4	4	4	3	3		4.11
	Importance?	6	6	6	6	6	5	5	6	6	5.78	
The board weighs all decisions in terms of what is best for the students of the school system	Current Status	6	4	5	4	3	5	4	3	3		4.11
	Importance?	6	6	6	6	6	5	6	6	6	5.89	
TEAM BUILDING												
The board is able to disagree on matters and still maintain an attitude of mutual respect and trust	Current Status	6	4	2	3	4	4	2	4	4		3.67
	Importance?	6	6	6	6	6	5	6	6	6	5.89	
The board is open and honest with each other, and with administrators, and able to maintain an attitude of mutual trust and respect	Current Status	6	4	2	3	2	4	2	2	2		3
	Importance?	6	6	6	6	6	5	6	6	6	5.89	
The district has a planned program to orient newly-elected board members	Current Status	6	5	4	4	6	5	4	5	1		4.44
	Importance?	6	5	6	6	6	5	6	6	6	5.78	
Once a decision has been made, all members respect the decision and the board speaks with one voice	Current Status	5	6	3	3	3	3	2	3	4		3.56
	Importance?	6	6	6	6	5	5	6	6	6	5.78	
Board members do not attempt to individually speak on behalf of the board or commit the board.	Current Status	4	4	5	3	2	3	2	3	4		3.33
	Importance?	6	6	6	6	5	5	6	6	6	5.78	
BOARD/SUPERINTENDENT/STAFF RELATIONS												

The board and superintendent trust and respect one another	Current Status	5	5	6	1	4	3	2	3	3		3.56
	Importance?	6	6	6	6	6	5	6	6	6	5.89	
Each member of the board understands and respects the distinction between the board's responsibilities and the superintendent's duties	Current Status	6	6	6	3	2	5	3	3	4		4.22
	Importance?	6	6	6	6	6	5	6	6	6	5.89	
Our Board and superintendent agree on how complaints or concerns to board members should be handled	Current Status	4	6	3	3	4	5	4	3	4		4
	Importance?	6	6	6	6	6	5	5	6	6	5.78	
Board members work to avoid surprises by sharing concerns or questions with the superintendent in advance of the board meeting	Current Status	6	6	3	3	4	4	3	2	4		3.89
	Importance?	6	6	6	6	6	5	5	6	6	5.78	
The superintendent is given direction by the board as a whole rather than by individual members	Current Status	5	6	3	3	3	3	2	2	4		3.44
	Importance?	6	6	6	6	6	5	6	6	6	5.89	
The board recognizes staff accomplishments	Current Status	6	6	5	5	5	5	5	5	5		5.22
	Importance?	6	6	6	6	6	5	5	6	6	5.78	
Individual board members avoid making excessive personal requests from staff	Current Status	6	6	6	4	1	5	3	3	3		4.11
	Importance?	6	6	6	6	6	5	5	6	6	5.78	
Board members are respectful to other board members, administrators, staff and visitors	Current Status	6	6	3	3	4	5	2	3	4		4
	Importance?	6	6	6	6	6	5	6	6	6	5.89	
Board members direct complaints and requests to the superintendent rather than attempting to solve them directly	Current Status	6	5	6	4	2	5	4	3	2		4.11
	Importance?	6	6	6	6	6	5	5	6	6	5.78	
The board ensures that an effective evaluation system is in place for the superintendent and all employees	Current Status	6	6	6	4	5	5	4	2	1		4.33
	Importance?	6	6	6	6	6	5	6	6	6	5.89	
VISION/PLANNING												
A vision/mission statement for the district exists and is periodically reviewed by the board and widely disseminated in the district	Current Status	6	6	6	4	5	5	4	5	1		4.67
	Importance?	6	6	6	6	6	5	6	5	6	5.78	
The vision reflects community priorities	Current Status	6	5	6	5	6	5	4	6	1		4.89
	Importance?	6	5	6	6	6	5	6	6	6	5.78	
Discussion of major items before the board routinely includes consideration of their impact on meeting district goals	Current Status	6	5	6	4	3	5	4	2	1		4
	Importance?	6	5	6	6	6	5	6	6	6	5.78	
The superintendent's evaluation considers how well the superintendent has addressed the district goals	Current Status	6	6	6	3	5	4	4	6	2		4.67
	Importance?	6	6	6	6	6	5	5	6	6	5.78	
The board emphasizes setting and monitoring district goals, instead of how staff should achieve these goals	Current Status	6	5	5	5	4	5	3	4	2		4.33
	Importance?	6	5	6	6	6	5	5	6	6	5.67	
The board does not get bogged down discussing operation details of the district or schools	Current Status	6	5	6	4	1	5	2	2	3		3.78
	Importance?	6	5	6	6	6	5	5	6	5	5.56	
The board regularly solicits input from the community when establishing the future vision of the district	Current Status	6	4	6	5	5	4	3	3	4		4.44
	Importance?	6	6	6	6	6	5	5	6	6	5.78	
BOARD POLICY												
Our board sets policies needed for the operation of the school district	Current Status	6	6	6	6	5	5	4	6	5		5.44
	Importance?	6	6	6	6	6	5	6	6	6	5.89	
Before adopting a policy which affects them, our board actively seeks the input of employees, students and community members	Current Status	6	4	6	4	5	5	4	3	3		4.44
	Importance?	6	6	6	6	6	5	6	6	6	5.89	
Board policies are administered consistent with the intent of the policy	Current Status	6	6	6	5	6	5	4	4	5		5.22
	Importance?	6	6	6	6	6	5	6	6	6	5.89	

The board has developed an ongoing system to review and update all policies annually	Current Status	6	6	6	6	5	5	4	6	5		5.44
	Importance?	6	6	6	6	6	5	6	6	6	5.89	
STUDENT ACHIEVEMENT												
The board holds itself ultimately responsible for high achievement by all students	Current Status	6	3	6	5	4		3	2	3		4
	Importance?	6	5	6	6	6		6	6	6	5.88	
The board regularly examines data to determine where achievement gaps exist and how much progress is being made to reduce those gaps	Current Status	3	4	6	4	2	4	4	2	1		3.33
	Importance?	6	5	6	6	6	5	5	6	6	5.67	
The board provides a quality educational program imposing high individual academic standards for each student.	Current Status	6	6	6	5	5	5	4	4	4		5
	Importance?	6	6	6	6	6	5	6	6	6	5.89	
Student academic performance is regularly presented to the board	Current Status	3	4	6	4	4	5	4	3	2		3.89
	Importance?	6	5	6	6	6	5	6	6	6	5.78	
The board regularly recognizes student accomplishments at board meetings	Current Status	6	6	6	4	6	5	4	5	5		5.22
	Importance?	6	6	6	6	6	5	6	6	6	5.89	
BOARD/COMMUNITY RELATIONS												
The board provides for involvement of the public in the operating of our schools	Current Status	6	5	6	4	6	4	4	3	4		4.67
	Importance?	6	5	6	6	6	4	6	6	6	5.67	
Our board actively promotes the school district to the public	Current Status	6	6	6	4	4	5	4	3	3		4.56
	Importance?	6	6	6	6	6	5	6	6	6	5.89	
Our school board is respected in the community	Current Status	6	5	3	4	4	4	2	1	3		3.56
	Importance?	6	6	6	6	6	5	6	6	6	5.89	
Our board is accountable to the community	Current Status	6	6	5	5	5	5	4	3	5		4.89
	Importance?	6	6	6	6	6	5	5		6	5.75	
The board refrains from committing to a position on an issue before all relevant facts are present	Current Status	6	6	3	4	4	5	2	2	3		3.89
	Importance?	6	6	6	6	6	5	6	6	6	5.89	
Members of the board refrain from speaking for the board on issues on which the board has no official position	Current Status	5	6	3	3	3	5	3	2	5		3.89
	Importance?	6	6	6	6	6	5	6	6	6	5.89	
ADVOCACY												
Our board takes the initiative to establish and maintain positive personal relationships with other locally-elected officials/funding body	Current Status	6	6	5	4	4	4	3	3	2		4.11
	Importance?	6	6	6	6	6	4	6	6	6	5.78	
Our board strives to keep local officials up-to-date on board activities and school district needs	Current Status	6	6	5	5	4	4	3	2	2		4.11
	Importance?	6	6	6	6	6	4	6	6	6	5.78	
Our board understands the need to influence statewide legislation and works diligently to develop a positive relationships with local members of the	Current Status	6	5	5	5	5	5	5	3	4		4.78
	Importance?	6	6	6	6	6	5	5	5		5.63	
Our board, collectively and individually, reguarly contacts legislators	Current Status	5	4	3	3	5	4	4	4	3		3.89
	Importance?	5	5	6	6	6	4	5	5		5.25	
Our board is represented at TSBA's Day on the Hill meeting	Current Status	6	6	6	6	6	5	5	1	3		4.89
	Importance?	6	6	6	6	6	5	5	5	4	5.44	
BUDGET/FINANCE												

The board understands the basic principles of school finance, including state, federal and local sources of revenue	Current Status	4	4	6	5	4	5	3	3	3		4.11
	Importance?	6	6	6	6	6	5	6	6	6	5.89	
The budget reflects the strategic plan and supports the district's goals and objectives for student achievement and citizenship	Current Status	6	5	2	4	4	5	4	4	2		4
	Importance?	6	6	6	6	6	5	6	6	6	5.89	
The budget reflects the district's vision and mission	Current Status	6	5	5	4	5	5	4	4	3		4.56
	Importance?	6	6	6	6	6	5	6	6	6	5.89	
The board requires proper accountability for the expenditure of school district funds	Current Status	6	6	6	5	6	4	4	6	4		5.22
	Importance?	6	6	6	6	6	5	6	6	6	5.89	

2022-2023 CUMBERLAND CO. SCHOOLS PERFORMANCE EVALATION

Willam Stepp, Director of Schools

Rating Scale
1 Never meets Expectations
2 Seldom Meets Expectations
3 Usually Meets Expectations
4 Consistently Meets Expectations
5 Exceeds Expectations

BOARD RELATIONSHIP	Board Member 1	Board Member 2	Board Member 3	Board Member 4	Board Member 5	Board Member 6	Board Member 7	Board Member 8	Board Member 9	Board Average
Keeps all board members informed on issues, needs and operation of the school system	5	5	5	2	5	2	2	3	4	3.67
Supports board policy and actions to the public and staff	5	4	5	2	5	3	2	5	4	3.89
Has a harmonious relationship with the board.	4	4	5	2	4	2	2	3	4	3.33
Upon request, provides clear explanations of alternatives for recommendations.	5	5	5	2	5	3	3	3	3	3.78
Works toward creating and maintaining a high degree of understanding and respect between staff and the board.	5	4	5	2	5	3	2	5	4	3.89
Advises the board on need for new or revised policies.	5	4	5	3	5	2	3	5	3	3.89
Refrains from criticism of the board or members of the board.	5	5	5	2	5	2	1	5	4	3.78
Exercises good judgment and objectivity in making recommendations to the Board	5	4	5	2	5	3	2	5	4	3.89
Offers professional advice to the board on items requiring board action, with appropriate recommendations based on	5	5	5	2	5	3	3	4	4	4
Understands and executes the intent of board policy.	4	4	5	2	5	3	2	4	4	3.67
Seeks and accepts constructive criticism of his/her work.	5	4	5	2	5	2	2	5	5	3.89
Keeps board informed of employment, promotion and dismissal of personnel.	5	5	5	3	5	3	2	4	4	4

COMMUNITY RELATIONSHIPS										
Is an effective spokesperson for the school system.	5	5	5	4	5	3	3	5	5	4.44
Is respected and supported by the community in conducting the operation of the schools	5	5	5	4	5	3	3	5	5	4.44
Builds public support for the school district.	5	5	5	4	5	4	3	5	5	4.56
Defends principles in the face of pressure or partisan influence.	5	4	5	3	5	4	4	5	4	4.33
Develops cooperative relationships with the news media.	5	4	5	4	5	4	3	5	4	4.33
Participates actively in community life and affairs.	5	5	5	4	5	4	3	5	5	4.56
Achieves status as a community leader in public education.	5	5	5	3	5	3	3	5	5	4.33
Works effectively with public and private agencies.	5	4	5	4	5	4	3	5	5	4.44
Establishes strong relationships with public and private agencies.	5	5	5	4	5	4	3	5	5	4.56
STAFF AND PERSONNEL RELATIONSHIPS										
Develops good staff morale and loyalty to the organization.	5	4	5	3	5	3	3	5	5	4.22
Treats all personnel fairly, without favoritism or discrimination, while insisting upon performance of duties.	5	4	5	2	5	3	2	5	5	4
Delegates authority to staff members appropriate to the position each holds.	5	5	5	3	5	4	4	4	5	4.44
Recruits and assigns the best available personnel.	5	5	5	3	5	4	2	4	4	4.11
Represents the best interests of the board in working with teachers and their organization	5	3	5	2	5	3	2	4	4	3.67
Solicits input from staff in planning activities.	5	4	5	3	5	3	3	4	4	4
Maintains up---to---date job descriptions for all personnel.	5	4	5	3	5	4	3	4	4	4.11
Ensures that adequate planning and evaluation of curriculum and instruction occurs.	5	4	5	4	5	4	3	4	4	4.22
Develops and empowers staff, resulting in an effective educational team.	5	4	5	3	5	3	3	5	4	4.11
Has a vision and communicates a mission for the school system.	5	5	5	3	5	3	3	5	5	4.33

EDUCATIONAL LEADERSHIP										
Understands and keeps informed regarding all aspects of instructional program.	5	4	5	3	5	4	3	4	4	4.11
Participates with staff, board, and community in studying, problem---solving and developing curriculum and instruction	5	4	5	3	5	4	3	4	4	4.11
Organizes a planned program of staff evaluation and improvement.	5	5	5	3	5	3	3	3	5	4.11
Models the highest professional standards to staff and community.	5	5	5	2	5	3	3	5	4	4.11
Is an effective advocate of lifelong learning.	5	5	5	3	5	4	3	5	5	4.44
Creates an environment that encourages staff to constantly strive for improvement.	5	4	5	3	5	3	2	5	4	4
Incorporates technology as a teaching---learning strategy.	5	5	5	4	5	4	3	4	4	4.33
Encourages staff to be innovative in problem---solving.	5	5	5	3	5	4	3	5	4	4.33
BUSINESS AND FINANCE										
Has an understanding of the needs of the school program, facilities, equipment, supplies, and budget required.	5	4	5	3	5	3	2	4	4	3.89
Supervises operations, insisting on competent and efficient performance.	5	3	5	3	5	4	3	4	4	4
Ensures that funds are spent wisely, and adequate control and accounting are maintained.	5	3	5	3	5	3	2	4	5	3.89
STRATEGIC PLANNING SKILLS										
Works efficiently with board, staff, and community to develop both long and short---range strategic plans.	5	4	5	2	5	3	3	4	5	4
Keeps board and community informed of progress towards short and long---range plans.	5	4	5	2	5	3	3	3	4	3.78
Develops a Five Year Plan which includes strategies, goals, and projected student outcomes	5	5	5	3	5	4	3	5	5	4.44
TOTAL SCORES	223	197	225	129	224	147	121	199	195	184.44