

**WASHINGTON COUNTY
BOARD OF EDUCATION**

October 17, 2023

5:00 PM

Bank of Tennessee Conference Room

- I. CALL TO ORDER**
- II. Consideration of bid for athletic facilities projects at Daniel Boone High and David Crockett High**
- III. Consider the Budget Amendment of the FY24 General Purpose School Budget (141) for expenditures associated with athletic facilities projects at Daniel Boone High School and David Crockett High School.**
- IV. FY24 Van Purchases**
- V. ADJOURNMENT**
- VI. Convene to Board Retreat**
- VII. Redistricting school boundaries**
- VIII. Property purchased next to Gray Elementary**
- IX. Strategic Plan**
- X. Review of Board's Evaluation**
- XI. ADJOURNMENT**

BID TAB – PAGE 1

Bids opened at Washington County School District
405 W College St.
Jonesborough, Tennessee 37659

Contract Time – Completion TBD

Liquidated Damages – \$500/day and after 30 days increase to \$1,000

Addenda Issued – 01, 02, 03, 04

Pursuant to the Advertisement for Bids for:
Washington County
School District Athletics Upgrades – Phase I for
DANIEL BOONE HIGH SCHOOL
1440 Suncrest Dr
Gray, TN 37615
&
DAVID CROCKETT HIGH SCHOOL
684 Old State Rte 34
Jonesborough, TN 37659

Bids & Modifications must have been received here by:
Tuesday, 10 October 2023 at 2:00pm
thus declaring the bidding closed and will now proceed
to open and read the bids received.

DESIGNER REPRESENTED BY:
Paul McCall AIA / Lewis Group Architects
Ginger Azpurua CSI / Lewis Group Architects

OWNER REPRESENTED BY:
Jerry Boyd, Washington County School District
Jennifer Moore, Washington County School District
Sandra Good, Washington County School District
Brad Hale, Washington County School District

BID OPENING CONDUCTED BY:
Paul McCall AIA / Lewis Group Architects

Bidders of Record Name & License #	Vendor Information	Drug Free Affidavit	Non-Collusion Affidavit	TN Criminal History Check	Bid Bond	ADD 01	ADD 02	ADD 03	ADD 04	Base Bid 1 (Both Schools Bid Together)	Base Bid 2 (Daniel Boone High School Only)	Base Bid 3 (David Crockett High School Only)	Contract Days	Sub-Contractors
BurWil Construction Co. 1545 Western Ave, Suite 208 Knoxville, TN 37921 License # 00008047	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	\$ 8,287,000	\$ 4,310,000	\$ 4,020,000	260	Masonry: BurWil Construction Co, Inc Fire Protection: N/A Plumbing: Mountain Empire Piping HVAC: Jack Kite Company Electrical: Allen Brothers Construction
GRC Construction 130 Regional Park Drive Kingsport, TN 37660 License # 026491	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	\$ 8,696,000	\$ 4,498,000	\$ 4,198,000	330	Masonry: GRC Construction Fire Protection: N/A Plumbing: Mountain Empire Piping HVAC: Jack Kite Company Electrical: Allen Brothers Construction
Preston Construction Company 1503 Narrow Lane Johnson City, TN 37604 License # 11606	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	\$ 8,695,000	\$ 4,570,000	\$ 4,145,000	295	Masonry: Preston Construction Co Fire Protection: N/A Plumbing: Mountain Empire Piping HVAC: Gene Cox Mechanical Electrical: Allen Brothers Construction

Stadium Renovation Bid Options-Financial Impact

<u>BurWil Construction co</u>		
Project Bid Price	\$	8,287,000.00
Less County Education Capital Funding	\$	(3,400,000.00)
<hr/>		
Total BOE Fund Balance Required	\$	4,887,000.00
Add additional Lewis Group Expense	\$	227,220.00
Lewis Group Funds Already Budgeted	\$	(150,000.00)
<hr/>		
Total Funding Required by the BOE	\$	4,964,220.00
<u>Budgeted Expense Lines Impacted</u>		
39000-000 Additional Fund Balance	\$	(4,964,220.00)
72310-399 Other Contracted Services	\$	77,220.00
76100-799 Other Capital Outlay	\$	4,887,000.00

<u>GRC Construction</u>		
Project Bid Price	\$	8,696,000.00
Less County Education Capital Funding	\$	(3,400,000.00)
<hr/>		
Total BOE Fund Balance Required	\$	5,296,000.00
Add additional Lewis Group Expense	\$	227,220.00
Lewis Group Funds Already Budgeted	\$	(150,000.00)
<hr/>		
Total Funding Required by the BOE	\$	5,373,220.00
<u>Budgeted Expense Lines Impacted</u>		
39000-000 Additional Fund Balance	\$	(5,373,220.00)
72310-399 Other Contracted Services	\$	77,220.00
76100-799 Other Capital Outlay	\$	5,296,000.00

<u>Preston Construction</u>		
Project Bid Price	\$	8,695,000.00
Less County Education Capital Funding	\$	(3,400,000.00)
<hr/>		
Total BOE Fund Balance Required	\$	5,295,000.00
Add additional Lewis Group Expense	\$	227,220.00
Lewis Group Funds Already Budgeted	\$	(150,000.00)
<hr/>		
Total Funding Required by the BOE	\$	5,372,220.00
<u>Budgeted Expense Lines Impacted</u>		
39000-000 Additional Fund Balance	\$	(5,372,220.00)
72310-399 Other Contracted Services	\$	77,220.00
76100-799 Other Capital Outlay	\$	5,295,000.00

FY24 Vehicles to Purchase**Date BOE Approved**141-General Fund

1500 Chevrolet Pick-Up	\$ 44,070.00	General Fund	9/7/2023
1500 Chevrolet Pick-Up	\$ 42,389.80	General Fund	9/7/2023
1500 Chevrolet Pick-Up	\$ 42,389.60	General Fund	9/7/2023
2500 Chevrolet Pick-Up	\$ 45,362.20	General Fund	9/7/2023
Gator Vehicle Purchase	\$ 10,047.34	General Fund	9/7/2023
(Van-Cargo)-Maintenance Dept	\$ 57,641.75	General Fund	9/28/2023 Pending
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Total General Fund Expense for FY24 \$ 414,825.94

Grant Funded

(Van Transit Wagon) for Homeless Dept	\$ 52,351.75	Grant Funded	9/28/2023 Pending
(Van Transit Wagon)-CTE	\$ 52,351.75	Grant Funded	9/28/2023 Pending
(Van Transit Wagon)-CTE	\$ 52,351.75	Grant Funded	9/28/2023 Pending

Total Grant Funded Expense for FY24 \$ 157,055.25

Total General Fund Budget \$ 524,545.00

Total General Fund Expenses \$ 414,825.94

Remaining General Fund Vehicle/Equipment Budget \$ 109,719.06



STRATEGIC PLAN

2021 - 2026

WASHINGTON COUNTY BOARD OF EDUCATION

Annette Buchanan
Mary Beth Dellinger
Jason Day

Keith Ervin
Chad Fleenor
David Hammond

Mike Masters
Mitch Meredith
Whitney Riddle

In partnership with the students, families, educators, and community leaders of Washington County Schools, the Washington County Board of Education has created the following guiding principles to set the following principles by which we will work collaboratively to ensure the success of all students we serve:

OUR VISION

To educate all students to be inspired to strive for excellence and thrive throughout their lifetime.

OUR MISSION

Inspire all students to reach their full potential every day.

OUR DAILY ACTIONS: INSPIRE. STRIVE. THRIVE.

OUR CORE VALUES

1. Our students are our top priority, and our decisions are based on what is best for all of them.
2. Student success is a shared responsibility of teachers, parents, students and staff.
3. Family and community engagement is critical for the success of our students.
4. We value high expectations for students to empower them with the attitudes, skills, and abilities necessary to be successful in life.
5. We value a districtwide culture of trust and collaboration.
6. We value a constructive working relationship among all stakeholders.
7. We value effective, systemic communications within our schools, our district, and our community.
8. We value an environment that elicits high morale and support among our teachers and staff.

STRATEGIC PRIORITIES

The Washington County Board of Education sets the following priorities that will guide all planning and actions of the district to realize our vision, achieve our daily mission, and serve all students and families of Washington County Schools:

1 FOCUS ON STUDENT SUCCESS EVERY DAY

We will ensure that every student has access to a guaranteed and viable curriculum in all areas led by a qualified, inspired, and effective teacher in every classroom who is supported by a committed team of excellent school and district educators. Each student will be provided a safe, secure, and challenging learning environment with strong supports to grow academically, emotionally, and socially.

2 INVEST IN OUR PEOPLE

We will take deliberate actions to attract, develop, retain, and support the best team members to serve our students and families in our district. Through efforts to provide competitive compensation, a collaborative culture, and opportunities for continuous learning and growth, we will build and sustain a positive work environment that promotes teamwork and a commitment to a shared vision of excellence by all.

3 PARTNER WITH OUR STAKEHOLDERS

We will establish and maintain processes that create shared purpose and ownership through open communication and active engagement of employees, students, families, and community members. We will foster strong partnerships with individuals, groups, and organizations that will join us in our commitment to provide all students with access to opportunities and resources that will enable them to realize their full potential, no matter the path they seek for their future.

4 ACT WITH RESPONSIBLE STEWARDSHIP

In all aspects of our district and school operations, we will meet all local, state, and federal guidelines in the management of public funds, property, and services. We will utilize best practices, follow industry standards, and maintain a focus on continuous improvement to ensure the most efficient and effective operations of all services we provide to our community.

MILESTONES OF SUCCESS

Over the five-year period of this strategic road map (“strategic plan”) for improvement, the achievement of six key milestones will provide a strong indication of growth of our district and success of our students.

Additional key performance indicators (KPIs) will be developed and will be used to measure the annual progress to the attainment of our goals. Through KPIs that will address all four strategic priorities as defined by the Board, the milestones are focused on ambitious goals specific to student achievement outcomes. All other performance measures associated with all four strategic priority areas are intended to support student achievement.

By end of the 2025 – 2026 school year, our district will meet or exceed six (6) Milestones of Success:

- 1. LITERACY FOUNDATIONS:** At least 50% of WCS 3rd grade students will meet or exceed the state proficiency level on the 3rd grade ELA state assessment (TCAP).
- 2. HIGH SCHOOL MATH READINESS:** At least 50% of WCS 7th grade students will meet or exceed the state proficiency level on the 7th grade math state assessment (TCAP).
- 3. FUTURE READY STUDENTS:** 75% of all WCS graduates will complete at least one early post-secondary opportunity (EPSO) and/or complete an industry certification exam in a state approved program of study in CTE.
- 4. CAREER EXPLORATION:** 15% of the graduating class of 2026 will have completed at least one work-based learning experience.
- 5. COLLEGE AND CAREER READINESS:** The average ACT composite score for the graduating class of 2026 will be 22 with at least 35% meeting all four ACT college readiness benchmarks.
- 6. GRADUATION RATE:** The graduation rate for the class of 2026 (freshman class of 2022) will be 97% or higher.

AREAS OF FOCUS

With Key Strategies for Action

1 FOCUS ON STUDENT SUCCESS EVERY DAY	
ACCELERATE ACADEMIC ACHIEVEMENT	<ul style="list-style-type: none"> ✓ Support K-2 strong foundational skills instruction using systematic, sound-first phonics with rich development of background knowledge in all K-2 classrooms. ✓ Provide access to high quality instructional materials for every student in all grade levels and subject areas. ✓ Provide targeted, job-embedded professional learning to support all teachers in providing a guaranteed and viable curriculum. ✓ Ensure grade-level instruction and student tasks in all Tier 1 classrooms. ✓ Implement high dosage, low ratio tutoring during the school day for students in grade K-5. ✓ Develop and implement a district instructional framework to anchor supports for improvements in curriculum, instruction, and assessments.
STUDENT SUPPORTS	<ul style="list-style-type: none"> ✓ Fully implement multi-tiered systems of support (MTSS) that encompass prevention, wellness promotion, and interventions that increase with intensity based on student need, and that promote close school– community collaboration. ✓ Improve and expand inclusive services for English learners, students with disabilities, and economically disadvantaged students in all schools. ✓ Continue with full implementation of tiered truancy interventions to minimize student absences and missed learning opportunities. ✓ Increase student access to career counseling and mental health supports by identifying ways to increase availability of school counselors and school social workers. ✓ Increase the number of schools that effectively implement school-wide positive behavior supports and trauma informed practices.
FUTURE READY GRADUATES	<ul style="list-style-type: none"> ✓ Create K-12 career awareness, exploration, and connection strategies that include the utilization of the MajorClarity platform to support counselors in guiding students and parents in making choices about possible future careers. ✓ Expand afterschool programs to include Science, Technology, Engineering, Arts, and Math (STEAM) exploratory programs. ✓ Expand Early Post-Secondary Credit Opportunities for all students to include advanced academic courses as well as Industry Certifications in all CTE programs of study. ✓ Expand work-based learning opportunities for high school juniors and seniors to include job-shadowing, apprenticeships, and internships (paid or unpaid).
2 INVEST IN OUR PEOPLE	
IMPROVE SALARIES AND WAGES	<ul style="list-style-type: none"> ✓ Annually seek support and resources to improve the salary and wages of certified and non-certified employees. ✓ Benchmark salaries and wages with comparable school districts.
IMPROVE RECRUITMENT AND RETENTION	<ul style="list-style-type: none"> ✓ Fully implement the human resource management system (Frontline) to simplify the application and hiring process of potential employees. ✓ Utilize exit interviews and customer service surveys to obtain feedback from former and existing employees to improve employee support services ✓ Regularly attend regional job recruitment fairs.
CREATE PATHWAYS FOR GROWTH	<ul style="list-style-type: none"> ✓ Provide personalized professional learning opportunities for both certified and non-certified employees to improve job-related skills and knowledge specific to individual needs. ✓ Create tiered district-wide leadership academies for teacher leaders and aspiring administrators.
RECOGNIZE AND CELEBRATE TEAMWORK	<ul style="list-style-type: none"> ✓ Develop and implement an employee recognition program for all employees demonstrating excellence in service and teamwork. ✓ Celebrate and promote the achievements of our students, employees, and community.

3 PARTNER WITH OUR STAKEHOLDERS	
CONSISTENT COMMUNICATIONS	<ul style="list-style-type: none"> ✓ Develop clear communication protocols and resource guides to ensure consistency in all forms of internal and external communications at the district, program, school, and classroom level. ✓ Implement a districtwide mass communication system to enable voice, email, text, and social media communications to targeted stakeholder groups to be utilized for emergency notifications as well as distribution of essential updates.
AUTHENTIC ENGAGEMENT	<ul style="list-style-type: none"> ✓ Create district advisory groups that include parents, teachers, support staff, community leaders, and business/industry leaders to provide actionable feedback for improvement. ✓ Ensure that all schools have an active, viable parent-teacher organization. ✓ Schedule listening sessions throughout the school year with targeted stakeholder groups for feedback and ideas to improve services.
INTENTIONAL PARTNERSHIPS	<ul style="list-style-type: none"> ✓ Continue to develop and implement the Technical Middle College Concept with the TCAT Elizabethton to support regional workforce development. ✓ Engage with business and civic leaders in the community to support high quality educational opportunities PreK – Career. ✓ Foster summer internship for teachers in local/regional business to gain insight into workforce readiness needs of employers.
4 ACT WITH RESPONSIBLE STEWARDSHIP	
SAFE, SECURE, AND HEALTHY ENVIRONMENTS	<ul style="list-style-type: none"> ✓ Improve access to school-based mental health supports by ensuring adequate staffing levels in terms of school-employed mental health professionals who are trained to infuse prevention and intervention services into the learning process and to help integrate services provided through school–community partnerships into existing school initiatives. ✓ Integrate ongoing positive climate and safety efforts with crisis prevention, preparedness, response, and recovery to ensure that crisis training and plans: (a) are relevant to the school context, (b) reinforce learning, (c) make maximum use of existing staff resources, (d) facilitate effective threat assessment, and (e) are consistently reviewed and practiced. ✓ Ensure ongoing training and support for custodial staff to ensure effective cleaning and sanitization practices of the school and work environment for students, employees, and visitors.
EFFICIENT AND EFFECTIVE OPERATIONS	<ul style="list-style-type: none"> ✓ Continue to implement best practices to provide timely, high quality district services in transportation, facilities and grounds management, school nutrition, and technology services. ✓ Regularly review all business and operations practices to improve quality and efficiency of services. ✓ Develop a current 10 year long-range facilities plan that includes an assessment of deferred maintenance needs as well as future facilities needs due to population changes.
STRATEGIC BUDGETING AND PLANNING	<ul style="list-style-type: none"> ✓ Meet all financial requirements of the Tennessee Comptroller’s Office in a reliable, transparent, and timely manner. ✓ Maximize alignment of all budgeting and expenditure decisions with the goals, strategies, and actions of the strategic plan. ✓ Develop clear strategies and procedures to ensure efficient procurement and management of public assets. ✓ Create annual program evaluation/return on investment analysis to inform budget development and instructional planning. ✓ Study and evaluate the benefits of implementing student-based budgeting improve equity of distribution of district allocation of funds among schools to address diverse student needs.
LEVERAGING TECHNOLOGY	<ul style="list-style-type: none"> ✓ Maintain safe, secure, and accessible technology services that supports personalized learning experiences for students as well as supports the high productivity of teaching, administrative, and business practices. ✓ Update and provide device replacement schedules for instructional and business operation devices. ✓ Maximize resources to maintain a highly reliable network for users to access and share digital information and resources.

NEXT STEPS

The district leadership team, with input from a variety of stakeholders, will develop Key Performance Indicators (KPIs) aligned to each of the strategic priorities, areas of focus, and key strategies for action to reflect available data based on state and local performance measures.

SEPTEMBER 2021 – DECEMBER 2021:

Finalize all KPIs for each of the four strategic priorities to be included as an annual review that will include baseline data for 2021.

Develop and implement a full communication plan for the sharing of the strategic priorities, milestones of success, areas of focus, and key strategies for action.

JANUARY 2022 – FEBRUARY 2022

Share updated and finalized KPIs with baseline data and annual targets for progress with the Board at a scheduled Board work session or mid-year strategic planning retreat.

JULY 2022 – AUGUST 2022

Provide full review of all progress of all strategic priorities, milestones of success, areas of focus, and key strategies for action based on available 2021-2022 school year data.



Washington County Board Evaluation Results

**Mike Masters, Chairman
Annette Buchanan
Mary Beth Dellinger
Keith Ervin
Chad Fleenor
David Hammond
Gregg Huddleston
Whitney Riddle
Vince Walters**

January 2023

Washington County Board of Education Evaluation - 2023

Washington County Board of Education Evaluation - 2023			
	BOARD MEETINGS	Now	How Important
1	The board has sufficient time and opportunity to review the agenda and supporting materials before a board meeting.	5.22	5.67
2	The board encourages participation by each board member.	5.00	5.56
3	Board members come to meetings prepared to focus on discussion issues and keep comments relevant and brief.	4.67	5.13
4	All board members are routinely familiar with the agenda materials and are ready to discuss and decide important items.	4.67	5.67
5	Adequate background information on issues to come before the board is routinely provided in advance of the board meeting.	4.89	5.67
6	The board weighs all decisions in terms of what is best for the students of the school system.	5.11	5.78
Average:		4.93	5.58
	TEAM BUILDING	Now	How Important
7	The board is able to disagree on matters and still maintain an attitude of mutual respect and trust.	4.89	5.56
8	The board is open and honest with each other, as well as administrators and is able to maintain an attitude of mutual trust and respect.	4.56	5.56
9	The district has a planned program to orient newly-elected board members.	5.44	5.78
10	Once a decision has been made, all members respect the decision and the board speaks with one voice.	5.11	5.67
11	Board members do not attempt to individually speak on behalf of the board or commit the board.	4.78	5.67
Average:		4.96	5.64

Washington County Board of Education Evaluation - 2023

Washington County Board of Education Evaluation - 2023			
	BOARD/SUPERINTENDENT/STAFF RELATIONS	Now	How Important
12	The board and superintendent trust and respect one another.	5.56	5.78
13	Each member of the board understands and respects the distinction between the board's responsibilities and the superintendent's duties.	4.44	5.67
14	Our board and superintendent agree on how complaints or concerns to board members should be handled.	4.38	5.67
15	Board members work to avoid surprises by sharing concerns or questions with the superintendent in advance of the board meeting.	4.89	5.67
16	The superintendent is given direction by the board as a whole rather than by individual members.	4.89	5.56
17	The board recognizes staff accomplishments.	5.22	5.56
18	Individual board members avoid making excessive personal requests from staff.	4.33	5.56
19	Board members are respectful to other board members, administrators, staff and visitors.	5.67	5.89
20	Board members direct complaints and requests to the superintendent rather than attempting to solve them directly.	4.63	5.78
21	The board ensures that an effective evaluation system is in place for the superintendent and all employees.	5.44	5.78
Average:		4.94	5.69

Washington County Board of Education Evaluation - 2023

Washington County Board of Education Evaluation - 2023			
	VISION PLANNING	Now	How Important
22	A vision/mission statement for the district exists and is periodically reviewed by the board and widely disseminated in the district.	5.78	5.89
23	The vision reflects community priorities.	5.50	5.78
24	Discussion of major items before the board routinely includes consideration of their impact on meeting district goals.	5.00	5.78
25	The superintendent's evaluation considers how well the superintendent has addressed the district goals.	5.67	5.89
26	The board emphasizes setting and monitoring district goals, instead of how staff should achieve these goals.	5.13	5.63
27	The board does not get bogged down discussing operation details of the district or schools.	4.22	5.78
28	The board regularly solicits input from the community when establishing the future vision of the district.	4.33	5.56
Average:		5.09	5.76
	BOARD POLICY	Now	How Important
29	Our board sets policies needed for the operation of the school district.	5.44	5.89
30	Before adopting a policy which affects them, our board actively seeks the input of employees, students and community members.	4.50	5.56
31	Board policies are administered consistent with the intent of the policy.	5.22	5.67
32	The board has developed an ongoing system to review and update all policies annually.	5.67	5.89
Average:		5.21	5.75

Washington County Board of Education Evaluation - 2023

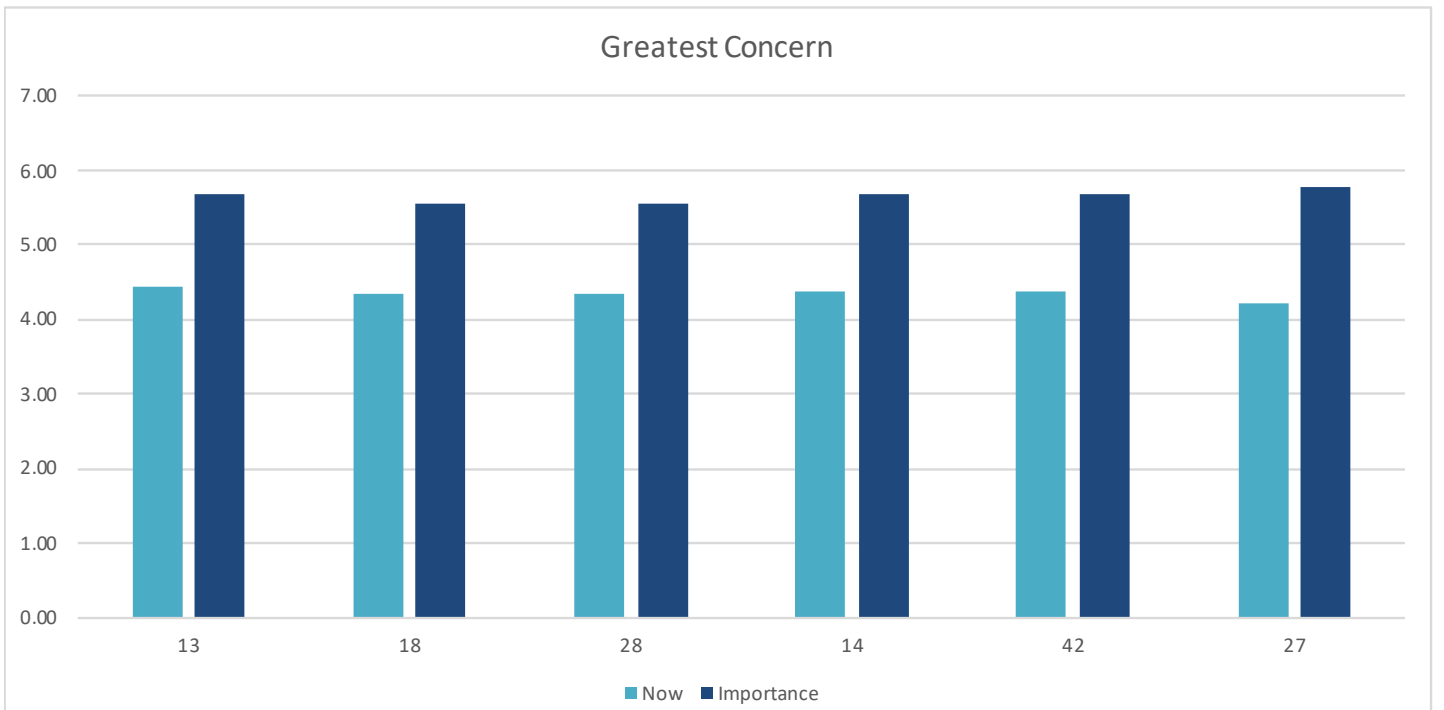
Washington County Board of Education Evaluation - 2023			
	STUDENT ACHIEVEMENT	Now	How Important
33	The board regularly examines data to determine where achievement gaps exist and how much progress is being made to reduce those gaps.	5.44	5.78
34	The board provides a quality educational program imposing high individual academic standards for each student.	5.56	5.78
35	Student academic performance is regularly presented at the board.	5.67	5.78
36	The board regularly recognizes student accomplishments at board meetings.	5.78	5.67
Average:		5.61	5.75
	BOARD COMMUNITY RELATIONS	Now	How Important
37	The board provides for involvement of the public in the operating of our schools.	4.56	5.33
38	Our board actively promotes the school district to the public.	4.89	5.56
39	Our school board is respected by the community	4.67	5.78
40	Our board is accountable to the community.	4.89	5.78
41	The board refrains from committing to a position on an issue before all relevant facts are present.	4.56	5.67
42	Members of the board refrain from speaking for the board on issues on which the board has no official position.	4.38	5.67
Average:		4.66	5.63

Washington County Board of Education Evaluation - 2023

Washington County Board of Education Evaluation - 2023			
	ADVOCACY	Now	How Important
43	Our board takes the initiative to establish and maintain positive personal relationships with other locally-elected officials/funding body.	5.22	5.78
44	Our board strives to keep local officials up-to-date on board activities and school district needs.	5.33	5.89
45	Our board understands the need to influence statewide legislation and works diligently to develop a positive relationship with local members of the General Assembly.	5.56	5.89
46	Our board, collectively and individually, regularly contacts legislators regarding their position on important legislation.	5.56	5.89
Average:		5.42	5.86
	BUDGET/FINANCE	Now	How Important
47	The board understands the basic principles of school finance, including state, federal and local sources of revenue.	4.78	5.67
48	The budget reflects the districts vision, mission, and strategic plan and supports the district's goals and objectives for student achievement.	5.11	5.67
49	The board requires proper accountability for the expenditure of school district funds.	5.11	5.67
Average:		5.00	5.67
TOTAL AVERAGE		5.09	5.70

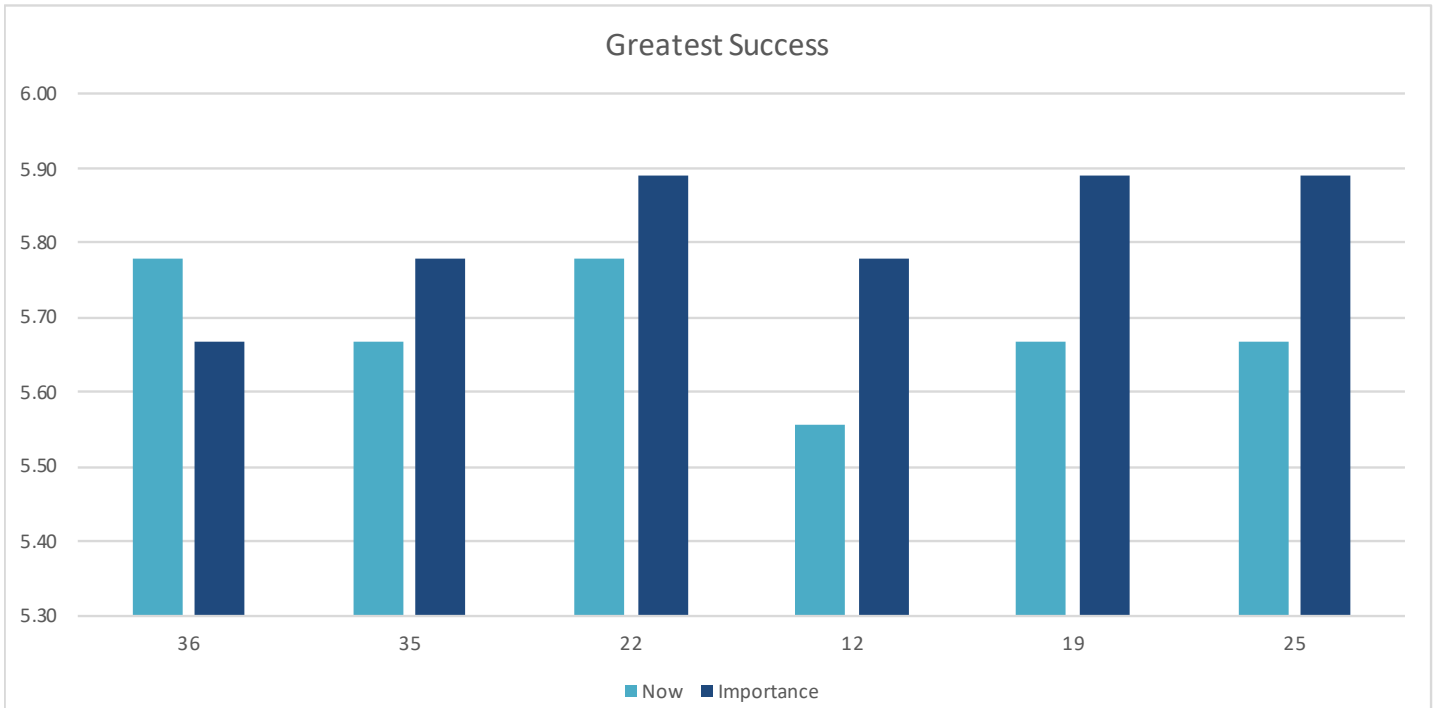
Top Six Items with Greatest Concern

Washington County Board of Education Evaluation - 2023				Highest Numbers	
#	Statement	Now	Importance	Difference	
13	Each member of the board understands and respects the distinction between the board's responsibilities and the superintendent's duties.	4.44	5.67	1.22	
18	Individual board members avoid making excessive personal requests from staff.	4.33	5.56	1.22	
28	The board regularly solicits input from the community when establishing the future vision of the district.	4.33	5.56	1.22	
14	Our board and superintendent agree on how complaints or concerns to board members should be handled.	4.38	5.67	1.29	
42	Members of the board refrain from speaking for the board on issues on which the board has no official position.	4.38	5.67	1.29	
27	The board does not get bogged down discussing operation details of the district or schools.	4.22	5.78	1.56	



Top Six Items with Greatest Success

Washington County Board of Education Evaluation - 2023				Lowest Numbers	
#	Statement	Now	Importance	Difference	
36	The board regularly recognizes student accomplishments at board meetings.	5.78	5.67	-0.11	
35	Student academic performance is regularly presented at the board.	5.67	5.78	0.11	
22	A vision/mission statement for the district exists and is periodically reviewed by the board and widely disseminated in the district.	5.78	5.89	0.11	
12	The board and superintendent trust and respect one another.	5.56	5.78	0.22	
19	Board members are respectful to other board members, administrators, staff and visitors.	5.67	5.89	0.22	
25	The superintendent's evaluation considers how well the superintendent has addressed the district goals.	5.67	5.89	0.22	



Additional Comments

Currently, our board maintains a level of respect during meetings.

Overall I think the Board does a good job. We are moving in an upward and positive direction. Great things ahead for Washington County.