

### 2013-2014 BOARD SELF EVALUATION RESULTS

(For comparison purposes, the 2012-2013 results are indicated in red)

		Excellent	Adequate	Needs Improvement	Unsure
<b>I) ORIENTATION ORGANIZATION</b>					
	A) The Board requires the superintendent to maintain an ongoing orientation/information program to provide board members with information and learning opportunities pertinent to their responsibilities.	XXXXX (5)	XXX (2)		
	B) Resource of local and state agencies and organizations – the state school boards association, for example – are used as applicable to bring information to the board and involve board members in learning activities.	XXXXXX (3)	XX (4)		
	C) Board members attend educational training sessions and meetings.	XXXXXXX (7)	X		
<b>II) BOARD MEETINGS</b>					
	A) Regular meetings of the Board are scheduled at times and locations convenient to Board members, the staff, and community.	XXXXXX (5)	XX (2)		
	B) The Board receives agenda and background materials well in advance of the meeting.	XXXXXXX (5)	X (2)		
	C) A procedure to ensure citizen participation is specified by Board policy.	XXXXX (5)	XXX (2)		
	D) The Board makes the public feel welcome and provides agendas, minutes, and related materials.	XXXXXX (4)	XX (3)		
	E) The Board conducts all executive sessions in accordance with the Open Meetings Law.	XXXXXXX (6)	X (1)		
	F) The Board expects and receives superintendent and staff input and recommendations on key issues.	XXXXXXXX (7)			
	G) The Board President and Board demonstrate knowledge and use of good parliamentary procedures.	XXXXXX (5)	XX (2)		
	H) The Board selects officers on the basis of ability.	XXXXXX (5)	X (2)		X
	I) Individual members of the Board treat other members of the Board and professional staff with respect during Board meetings.	XXXXXX (7)	XX		
	J) Each member of the Board conducts himself in such a manner as to emphasize that individual Board members have authority only when convened in a legally conducted Board meeting with at least a quorum present.	XXXXXXX (5)	X (1)		(1)

<b>III) BOARD COMMUNITY RELATIONS</b>		<b>Excellent</b>	<b>Adequate</b>	<b>Needs Improvement</b>	<b>Unsure</b>
	A) Board members act as representatives of the entire community and not of special interest groups and are committed to the welfare of the public schools.	XXXXXX (4)	XX (3)		
	B) The Board seeks input from community in establishing goals and objectives.	XXXX (2)	XX (5)		X
	C) The Board authorizes the staff to establish channels of communication – for example, newsletters, reports, news releases, radio and television programs, individual presentations, and meetings – so that residents may learn what the school system is doing and why.	XXXXXX (6)	XX (1)		
	D) The Board establishes a close working relationship with other governmental units.	X	XXXXX (6)	(1)	X
	E) The Board is involved in state and federal education legislation.	XX (2)	XXX (3)	X (1)	X (1)
	F) The Board makes the best use of facilities and resources in meeting the needs of the community.	XXXX (4)	XXX (2)	(1)	
	G) The Board adopts policies that ensure sound management and fiscal control.	XXXXXXX (5)	X (2)		
<b>IV) BOARD-SUPERINTENDENT RELATIONS</b>					
	A) The Board recognizes the superintendent as chief executive officer and educational leader of the district.	XXXXXXXX (7)			
	B) The Board keeps the superintendent informed on issues, needs, and complaints in a manner that allows the opportunity to solve related problems in a professional manner.	XXXXXXX (6)	X (1)		
	C) The Board clearly interprets its position on controversial matters pertaining to the school district, thereby enabling the superintendent to carry out the wishes of the district properly.	XXXXXXX (5)	X (2)		
	D) The Board supports the superintendent's administrative regulations and decisions to the public and school staff members, and relays any disagreement in a private or executive session.	XXXXXXXX (7)			
	E) The Board disregards personalities and considers the recommendations of the superintendent in an unbiased and objective manner.	XXXXXXX (6)	X (1)		
	F) The Board evaluates the performance of the superintendent on a regular basis.	XXXXXXX (6)	X (1)		

<b>V) BOARD STAFF RELATIONS</b>		<b>Excellent</b>	<b>Adequate</b>	<b>Needs Improvement</b>	<b>Unsure</b>
	A) The Board reviews job descriptions for all new positions.	XX (2)	XXX (3)	X (1)	X (1)
	B) The Board requires the superintendent to recommend personnel for its consideration.	XXXXXX (6)	X (1)		
	C) The Board adopts personnel policies in the areas of employee evaluation, reduction in force, and related matters.	XXXXX (5)	XX (2)		
	D) The Board members do not allow personal friendships with district personnel to affect Board decisions and/or policies.	XXXXX (5)	X (1)		X (1)
	E) The Board members refer staff and citizen complaints to the superintendent or to appropriate personnel.	XXXXX (5)	XX (2)		
<b>VI) INSTRUCTIONAL PROGRAM</b>					
	A) The Board makes every effort to keep informed about the instructional program.	XXXXX (6)	XX (1)		
	B) The Board approves course additions and deletions to the curriculum.	XXXXX (3)	X (4)		X
	C) The Board encourages suggestions for curriculum improvement from students, staff, and community.	XXX (3)	XXX (4)		X
	D) The Board requires the staff to safeguard the privacy of student records.	XXXXXX (5)	X (2)		
	E) The board encourages a positive approach to student discipline.	XXXXXX (5)	X (2)		
<b>VII) FINANCIAL MANAGEMENT OF THE SCHOOLS</b>					
	A) The Board establishes the policies and provides the necessary resources to manage the finances of the school district properly.	XXXXXX (4)	X (3)		
	B) The Board requires the proper accountability for the expenditure of funds in the school district.	XXXXX (5)	XX (2)		
	C) The board provides adequate, justified funding to maintain a high quality educational program in the district.	XXXXX (3)	XX (4)		

## SUMMARY

In order for the Board to use the self-evaluation instrument to set future goals and objectives for the school district for the coming year, as an individual Board member what do you consider to be the most outstanding characteristics and/or achievements of this board?

### 2013-2014

- Our greatest achievement is working as a team of eight with three Board members whose tenure is less than two years. Though we have accomplished much financially and been successful on several challenging fronts, our cohesiveness and professionalism is the foundation for our successes including a positive Fund Balance, a Non-Qualified Audit and a final approval from TEA on our Solvency Plan. Secondly, sewer service to NFHS and last, earning the respect of Mr. Holland and this Board.
- The most outstanding characteristic of this board is supporting the administration while at the same time delivering clear expectations. Our board has clearly identified the direction it wants the district headed and then allowed the Superintendent and staff to work uninhibited toward those goals.
- The Board strives for consensus on the major issues that need to be addressed, and this is accomplished in a professional, non-threatening manner. Opinions can be expressed without fear of conflict and respect is given to each Board member during discussions.
- The financial recovery the District has made has exceeded all possible expectations and is a testament to a Board, Superintendent and district administration committed to the financial well-being of the district.
- The Board continues to work together as a team and is united as we make decisions.
- We have given the Superintendent the authority and support needed to address the District's issues.
- We clearly defined our desires for better financial accounting. As a result, the superintendent, Mr. Holland, and CFO, Mr. Janda, continue to lead our district positively and produce positive results. Our financial strength has documented improvement.
- Academically, our campuses are successful.
- Extra-Curricular – our student achievements are getting UIL and National recognition. All are the result of strong leadership and solid district.

### 2012-2013 Characteristics

- The hiring of a strong, capable superintendent who is an outstanding leader.
- This Board's greatest achievement was the ability to face our financial situation with transparency in the face of extreme criticism while trusting Mr. Holland to make the necessary revisions to reach solvency and ultimately, ending with a \$500+K surplus.
- Second, though we lost two good Board members, Heath and Mike have joined without biases and engaged to create an effective team of eight.
- Third, the existing Board members have earned the respect and public support of Mr. Holland.
- Unity among Board members:
  - Unified commitment to do what is best for children
  - Unified support of the superintendent
  - Unified commitment to address/resolve the financial issues of the District
- Most outstanding achievements:
  - Working with administration to turn around a financial disaster while protecting the classroom.
  - Merging two high schools into the same competitive UIL District. The transition has begun perfectly. Although the first year is not complete, we are certainly off to a great start.
  - Supporting the administration in maintaining a tremendous team in light of a turbulent 2011-12.
- The financial turnaround from 12-18 months ago.
- We have maintained integrity and a standard of excellence in the face of financial challenges. We worked with administration to create a positive environment for employees to work.

What would be your goals for the school system for the coming year?

### **2013-2014**

- Continuation of our efforts to be fiscally responsible while maintaining the quality of our education.
- Increased SAT and ACT scores.
- Reasonable increases for all District personnel.
- Finalization of long term debt restructures.
- Continued increase in Fund Balance.
- Maintain a budget that continually reduces unnecessary spending and adequately grows the fund balance.
- Improve the quality of the classroom by continuing to hire the highest quality employees.
- Maintain the current financial direction, allowing employee raises for future years.
  - I would like to continue to close the pay differential between FISD and surrounding districts.
- Improve the educational techniques guiding our Spanish language programs.
- Improve the quality of our middle school sports programs.
  - Look at the long term plan and options to increase the number of sports currently offered.
- Work to maintain and improve the types of classes we offer at each high school, increasing opportunities beyond core classes.
- I would like to see the school system de-emphasize athletics and work to remove the negative connotation if you aren't an athletic participant. I understand that athletics keeps a number of students engaged that may not be engaged otherwise, but for students who do not want to participate, they should not be made to feel as though they are weak or a lesser person. I would like to see the physical education classes, more at the secondary level, teach the students how to work out and how to be healthier.
- I would like to see the school system continue to focus on fiscal responsibility. The District as a whole still has a lot to overcome financially so the spending should still be very conservative.
- I would like to see the schools take advantage of some opportunities to have community events rather than just school events. The Perot Museum event at one of the elementary schools wasn't publicized where the entire elementary community, or Board, could participate. Participation was limited just to their school. The SHAC is talking about a District-wide health fair. Wouldn't it be nice if we could use our high school cafeterias to host elementary school events for all elementary schools—even if you host two equal events for north and south?
- Maintain the path we are on financially.
- Success moving forward with the STAAR test and other measures of academic progress.
- Improving relations between FISD and the City of Forney.
- Determining where we want to go in terms of technology in the classroom over the next five years and developing a plan for success to ensure that we are able to meet these demands.
- To continue to make progress in addressing financial issues.
- To have financial ability to address overcrowding and eliminate classroom waivers.
- To be able to continue/extend compensation increases to ensure we are competitive with surrounding areas.
- Focus on "What's Next"? What does our district look like in five years growth? How does the Strategic Plan address the future or does it need to be expanded to meet a growing district? How do we inspire students to success and not get caught up in the "STAARS"?

### **2012-2013 Goals**

- *Continued efforts toward financial solvency and a positive fund balance, as we monitor any negative effects our budget cuts may have had on our children's educational outcome.*
- *Raises for all District personnel.*
- *Implementation of STAARs test while qualifying our teachers are teaching the curriculum provided.*
- *Increased SAT and ACT scores.*
- *Continue to make academic progress while addressing the financial issues.*

- *Reward the staff for sticking with us during the financial situation through raises, or some other acknowledgement.*
- *Continue to improve the District's financial strength by always looking for unnecessary spending and grow/reward our smart spending.*
- *Manage our classroom sizes, keeping the student-teacher ratios at the state targets or lower.*
- *Improve/grow our maintenance programs, reducing the unexpected failures.*
- *Boost our teacher/parent communications by adding more uniformity in available information.*
  - *Teacher contact information, conference periods, lesson plans, assigned work, and access to all information being taught/tested in the classroom.*
- *Grow out community/Board communications.*
- *Look for improvements in protecting all campuses from aggressors.*
- *Continue to seek talented-driven/motivated educators.*
- *Continue to build upon the financial turnaround and our target of a positive fund balance.*
- *Continue to review, maintain and promote safe schools.*
- *Maintain quality facilities to extend their lifetimes.*
- *Promote a positive work environment for all District employees, teachers and public relations.*
- *My number one goal for the school this year would be to provide assurance to the teachers, students and parents that study safety is priority #1 for us.*
- *Also improvement of academic instruction, course offerings, and college guidance is very important.*

Evaluations provided by: Keith Bell, Heath Carroll, Kathy Hall, Mike White, Becky Dobbs, David Walker, Greg Pharris.

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