

B/SE-2: BOARD EVALUATION METHODOLOGY

Adopted: 11/14/19

Board of School Trustees

CLARK COUNTY SCHOOL DISTRICT

Superintendent and Board evaluations are meant to be a method to promote growth and improvement. The process allows all team members to reflect on the positive and negatives within their performance, as well as the performance of other team members. The intent is to adopt a continuous improvement mindset, which allows an honest exchange of constructive criticism while also celebrating successes. The process is meant to be a global view of the overall performance of each group with clearly articulated action steps to resolve future issues. Team members should be mindful of the fact that individuals might suggest different corrective action steps, which means that action steps must be agreed upon by a majority of the Board.

The Board's evaluation process will begin after board members complete an evaluation individually using the agreed upon criteria.

Board members are asked to objectively rate the overall functioning of the entire group, while providing a written response for the rationale for their ratings in each section and their suggested steps for course correction. Individual responses will be compiled by the Board President and presented in an open meeting; individual responses will be posted as reference material in Board Docs. The Board President may elect to assign the task of compiling individual responses to another board member or board staff, if they are so inclined.

A bullet point version of this evaluation process is included below.

1. Individual trustees complete an evaluation >> responses are shared publicly >> Board President or their designee compile responses >> this information is presented and discussed during an open meeting.

The Board's evaluation will be completed twice a year. Board members will use the same template for both evaluations and will review the formative summative indicators in both evaluations. Evaluation metrics will remain cohesive and a single evaluation instrument will be utilized.

A bullet point version of this evaluation cycle is included below.

1. Both evaluations completed with summative indicators considered >> results reviewed publicly with suggestions for improvements agreed upon by a majority of the Board.
2. **Second evaluation completed in January in alignment with the Superintendent's evaluation** >> suggested changes to the evaluation process will be agreed upon by the end of February.

The rubric for the Board's evaluation will be maintained outside of board governance policies so that metrics may be adjusted annually without requiring a lengthy process to change board policy. The rubric will be finalized following the formal adoption of any agreed upon metrics in February.