

Form BA-R(1): School Board Self Evaluation and Goal Setting - Evaluation of School Board

Instructions

Each Board member and each administrator asked to evaluate the Board's effectiveness is to rate the Board on each criterion, using a number on a scale from 1 to 5.

The Key: 1 – Never; 2 – Occasionally; 3 – Sometimes; 4 – Frequently; 5 – Always

The Board Chairperson or Superintendent will collect all copies of the rating instrument, tally the scores, determine the composite average, and record it on the graph provided. Each member of the Board will be given a copy of the composite results.

Individual Composite
Rating Rating

A. RELATIONSHIP WITH SUPERINTENDENT

- _____ _____ 1. Establishes written policies for the guidance of the Superintendent in the operation of the schools.
- _____ _____ 2. Provides the Superintendent with a clear statement of the expectation of performance and personal qualities against which he/she will be measured periodically.
- _____ _____ 3. Creates confidence in the Superintendent by inviting communication from the Superintendent.
- _____ _____ 4. Reaches decisions on the basis of study of available background data and consideration of the recommendation of the Superintendent.
- _____ _____ 5. Requests information through the Superintendent and only from staff members with the knowledge of the Superintendent.
- _____ _____ 6. Provides a climate of mutual respect and trust offering commendation whenever earned and constructive criticism when necessary.
- _____ _____ 7. Matters tending to alienate either Board member or Superintendent are discussed immediately rather than being permitted to fester and deteriorate.
- _____ _____ 8. Provides opportunity and encouragement for professional growth of the Superintendent.
- _____ _____ 9. Provides time for the Superintendent to plan.
- _____ _____ 10. Takes the initiative in maintaining a professional salary for the Superintendent comparable with salaries paid for similar responsibility in and out of the profession.

B. COMMUNITY RELATIONSHIPS

- _____ _____ 11. Encourages attendance of citizens at Board meetings.
- _____ _____ 12. Fosters cooperation with various news media for the dissemination of information about the school program.
- _____ _____ 13. Ensures a continuous planned program of public information regarding the schools.
- _____ _____ 14. Participates in community affairs.
- _____ _____ 15. Channels all concerns, complaints, and criticisms of the school system through the Superintendent with the expectation that he/she will report back to the Board if action is required.
- _____ _____ 16. Protects the Superintendent from unjust criticism and the efforts of vocal special interest groups.
- _____ _____ 17. An individual Board member does not commit him/herself to a position in answer to an inquiry or in public statements unless Board policy is already established and clear or the question

addressed to him/her requires merely a recitation of facts about the school system.

_____ 18. Encourages citizen participation in an advisory capacity in the solution of specific problems.

_____ 19. Is aware of community attitudes and the special interest groups which seek to influence the district's program.

C. BOARD MEETINGS

_____ 20. Has written policies or procedures for conducting meetings.

_____ 21. Conducts meetings in facilities that allow the board's business affairs to be effectively conducted by the Board and administrative.

_____ 22. Selects a chairperson on the basis of his or her ability to properly conduct a meeting; alternatively, selects a chairperson consistent with applicable Board policy.

_____ 23. New items of a complex nature are not introduced for action if they are not listed on the agenda, but are presented for listing on a subsequent agenda.

_____ 24. Definitive action is withheld until asking if there is a staff recommendation and what it is.

_____ 25. Care is used in criticizing a staff recommendation.

_____ 26. The privilege of holding over matters for further study is not abused.

_____ 27. Each member makes a sincere effort to be informed on all agenda items listed prior to the meeting.

_____ 28. Controversial, complex, or complicated matters are held over or placed on the agenda for discussion only, prior to consideration for adoption.

D. STAFF AND PERSONNEL RELATIONSHIPS

_____ 29. Develops sound personnel policies, involving the staff when appropriate.

_____ 30. Authorizes the employment or dismissal of staff members only upon the recommendation of the Superintendent.

_____ 31. Adheres to board policy relative to receiving complaints about school staff and refers such complaints through correct administrative protocol.

_____ 32. Is receptive to suggestions for improvement of the school system.

_____ 33. Encourages professional growth and increased competency through:

a. Attendance by staff members at educational meetings.

b. Training on the job.

c. Salary increments which recognize training and experience beyond minimum qualifications for a given position.

_____ 34. Makes the staff aware of the esteem in which it is held.

_____ 35. Provides a written policy protecting the academic freedom of teachers.

E. RELATIONSHIP TO INSTRUCTIONAL PROGRAM

_____ 36. Understands the instructional program and the general restrictions imposed on it by the Legislature, the State Board of Education, and college and university requirements.

_____ 37. Realistically faces the community to support a quality education for its children.

_____ 38. Resists the efforts of special interest groups to influence the instructional program if the effect would be detrimental to the students.

_____ 39. Encourages the participation of the professional staff in the development of the curriculum.

_____ 40. Weighs all decisions in terms of what is best for the students.

_____ 41. Provides a policy outlining the district's educational objectives against which the

instructional program can be evaluated.

_____ 42. Keeps abreast of new development in course content and teaching techniques through attendance and participation in School Boards association conferences and meetings of other educational groups and by reading of selected books and periodicals.

F. RELATIONSHIP TO FINANCIAL MANAGEMENT OF THE SCHOOLS

_____ 43. Equates the income and expenditures of the district in terms of the quality of education that should be provided and the ability of the community to support such a program.

_____ 44. Takes the leadership in suggesting and securing community support for additional financing when necessary.

_____ 45. Establishes written policies which will ensure efficient administration of purchasing, accounting, and payroll procedures, and the risk management program.

_____ 46. Authorizes individual budgetary allotments and special non-budgeted expenditures only after considering the total needs of the district.

_____ 47. Makes provision for long-range planning for acquisition of sites, additional facilities, and plant maintenance.

G. POLICY DEVELOPMENT

48. The Board had adopted all policies required by law.

49. The Board has developed a policy development system or process to ensure that all board policies are up to date, regularly reviewed, and reflect the goals of the school district.

50. All Board policies are easily accessible by the public, staff, administrators and others.

51. All board members have a current copy of the policy manual.

H. RISK MANAGEMENT

52. The school district has identified and evaluated the risks and loss exposures inherent in District programs and operations to ensure the health and safety of every employee and student in the District.

53. The District acquires, reviews and administers the District's insurance protection programs (including pooled risk management) for liability, property and workers compensation programs.

54. In partnership with its brokers and carriers analyzes and compares the various options that are available to the District to reduce, eliminate or transfer the District's loss exposures and to optimize safety.

District Form History:

First reading: October 16, 2025

Second reading/adopted:

District revision history:

Legal References Disclaimer: These references are not intended to be considered part of this policy, nor should they be taken as a comprehensive statement of the legal basis for the Board to enact this policy, nor as a complete recitation of related legal authority. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

NH Dept of Ed Regulation
N.H. Code Admin. Rules Ed 303.01 (g)

Description
[Substantive Duties of School Boards](#)