

**OUSD Board Self-Assessment Survey Results  
June 2018**

**Part I – Modified McAdams Survey 4 Year Trend Data**

Q1 – Board members view all children achieving at high levels as their primary objective and act accordingly.

	14-15	15-16	16-17	17-18
Fully Present	71.4%	71.4%	83.3%	
Partly Present	28.6%	28.6%	16.7%	100%
Not Present				

Q2 – Board has approved core beliefs and commitments for high student achievement and efficient and effective operations.

	14-15	15-16	16-17	17-18
Fully Present	28.5%	28.6%	83.3%	85.7%
Partly Present	57.1%	71.4%	16.7%	14.3%
Not Present	14.3%			

Q3 – Board is active in policy development and ensures that its reform priorities are codified in policy.

	14-15	15-16	16-17	17-18
Fully Present	28.5%	42.8%	33.3%	42.8%
Partly Present	57.1%	42.8%	66.7%	42.8%
Not Present	14.3%	14.3%		14.4%

Q4 – Board is diligent about monitoring the implementation of its policies to determine whether or not they are achieving their intended objectives.

	14-15	15-16	16-17	17-18
Fully Present	28.5%	28.6%		16.7%
Partly Present	57.1%	71.4%	100%	66.6%
Not Present	14.3%			16.7%

Q5 – The Board makes decisions based on relevant research.

	14-15	15-16	16-17	17-18
Fully Present	42.9%	42.9%		
Partly Present	57.1%	57.1%	83.3%	71.4%
Not Present			16.7%	28.6%

Q6 – Board meetings are efficient and effective and focus primarily on student achievement and other district priorities.

	14-15	15-16	16-17	17-18
Fully Present			16.7%	
Partly Present	71.4%	100%	66.6%	85.7%
Not Present	28.6%		16.7%	14.3%

Q7 – Board members treat each other, the superintendent, staff and members of the public with respect.

	14-15	15-16	16-17	17-18
Fully Present	28.6%	28.6%		
Partly Present	71.4%	71.4%	50%	85.7%
Not Present			50%	14.3%

Q8 – The Board is fairly cohesive; not all votes are unanimous, but there are no “fixed factions”.

	14-15	15-16	16-17	17-18
Fully Present	28.6%	42.8%		
Partly Present	71.4%	42.8%	83.3%	57.1%
Not Present		14.4%	16.7%	42.9%

Q9 – The Board maintains a close relationship of trust with the superintendent/CEO and strives to facilitate his or her success.

	14-15	15-16	16-17	17-18
Fully Present	14.4%	28.6%		14.3%
Partly Present	85.6%	71.4%	83.3%	71.4%
Not Present			16.7%	14.3%

Q10 – The Board ensures opportunities for the diverse range of views in the community to inform Board deliberations and decisions.

	14-15	15-16	16-17	17-18
Fully Present	71.4%	100%	60%	42.9%
Partly Present	14.3%		40%	57.1%
Not Present	14.3%			

Q11 – The Board effectively communicates its goals, plans and policies to the community to build public understanding and support.

	14-15	15-16	16-17	17-18
Fully Present	42.8%	71.4%	16.7%	14.3%
Partly Present	42.8%	28.6%	83.3%	71.4%
Not Present	14.4%			14.3%

Q12 – Board members understand their role is to govern, not manage, and act in accordance with this understanding.

	14-15	15-16	16-17	17-18
Fully Present	28.5%	28.6%	33.3%	
Partly Present	57.1%	71.4%	50%	85.7%
Not Present	14.4%		16.7%	14.3%

Q13 – Board members provide necessary constituent service without attempting to solve problems or otherwise cross the line into management.

	14-15	15-16	16-17	17-18
Fully Present				14.3%
Partly Present	100%	100%	83.3%	57.1%
Not Present			16.7%	28.6%

Q14 – The Board exercises its management oversight responsibilities through audits, workshops, reports, and other methods to assure the integrity and performance of the district's management systems.

	14-15	15-16	16-17	17-18
Fully Present	28.6%	42.9%	16.7%	14.3%
Partly Present	71.4%	57.1%	66.6%	57.1%
Not Present			16.7%	28.6%

Q15 – The Board strives to provide adequate resources and allocate them equitably to meet the needs of all children in the district.

	14-15	15-16	16-17	17-18
Fully Present	57.1%	71.4%	50%	28.6%
Partly Present	42.9%	28.6%	50%	71.4%
Not Present				

Q16 – The Board annually evaluates the superintendent based on the goals and performance of the district.

	14-15	15-16	16-17	17-18
Fully Present	71.4%	85.7%	83.3%	71.4%
Partly Present	28.6%	14.3%	16.7%	28.6%
Not Present				

Comment: The Board does not value or have the necessary skills to provide adequate oversight to the work of staff, and their implementation of Board policies.

#### Part II – Board’s 2017-2018 Work Plan

Q1 – Did the Board develop and approve new fiscal policies to support improved budget development and long-term financial planning to achieve fiscal vitality?

Fully Accomplished – 42.9%  
Partly Accomplished – 57.1%  
Not Accomplished –

Q2 – How well did the Board provide ongoing monitoring and oversight on the implementation of key FCMAT recommendations?

Fully Accomplished – 14.3%  
Partly Accomplished – 71.4%  
Not Accomplished - 14.3%

Q3 – Did the Board approve a revised Master Facilities Plan and take action on the Blueprint for Quality Schools recommendations?

Fully Accomplished –  
Partly Accomplished – 57.1%  
Not Accomplished – 42.9%

Q4 – Did the Board monitor student data and student performance regularly?

Fully Accomplished – 14.3%  
Partly Accomplished – 28.6%  
Not Accomplished – 57.1%

Q5 – Did the Board review and approve implementation plans for a revised Enrollment Policy, Enrollment Stabilization Plan and Enrollment Impact Analysis?

Fully Accomplished –  
Partly Accomplished – 85.7%  
Not Accomplished - 14.3%

Q6 – Did the Board complete fiscal oversight training and other appropriate governance training?

Fully Accomplished –  
Partly Accomplished – 85.7%  
Not Accomplished - 14.3%

Q7 – How well did the Board practice Board/Superintendent communication protocols?

Fully Accomplished – 28.6%  
Partly Accomplished – 42.8%  
Not Accomplished - 28.6%

Q8 – Did the Board develop and support statewide legislative efforts that meet the goals established by the BOE?

Fully Accomplished - 57.1%  
Partly Accomplished - 42.9%  
Not Accomplished –

Q9 – Did the Board provide clear guidance on bargaining principles to lead the negotiating team?

Fully Accomplished - 28.6%  
Partly Accomplished - 42.8%  
Not Accomplished - 28.6%

Q10 – Did the Board ratify multi-year agreements with all bargaining units?

Fully Accomplished -  
Partly Accomplished –  
Not Accomplished - 100%

Comment: Overall, I feel we excelled at monitoring the budget, which was extremely good to see. I believe overall we lost some ground in our role of providing clear vision and leadership for the district school portfolio at large and did not do a good job of building the trust of communal partners. Overall, we were more reactive than proactive as a body.



## Analysis of Board Self-Assessment Survey Results 2017-18

### Positive Takeaways

- Board affirms core beliefs and commitments for high student achievement and efficient and effective operations.
- Board ensures opportunities for the diverse range of views in the community to inform their deliberations and decisions.
- Board strives to provide adequate resources and allocate them equitably to meet the needs of all children in the district.
- Board annually evaluates the Superintendent based on the goals and performance of the district.
- Board feels that they have (either fully or partially) developed new fiscal policies to support improved budget development and long-term financial planning to achieve fiscal vitality.
- Board developed and supported state-wide legislative efforts to meet the goals established by the Board.

### Concerns and Wonderings

- According to the survey 100% of the Board states that they only partially view all children achieving at high levels as their primary objective and act accordingly.
- 85.7% of Board members only partially agree that Board meetings are efficient and effective and focus primarily on student achievement and other district priorities.
- A significant majority of the Board (85.7%) either partially or totally feels that the Board does not monitor student data and performance regularly.
- **Wondering – Has the Board's emphasis on fiscal and portfolio issues precluded it from focusing on student achievement?**
- 100% of the Board states that they either partially or do not believe that Board members understand their role is to govern, not manage, and act in accordance with this understanding.
- A majority of the Board questions whether it exercises management oversight responsibilities through audits, workshops, reports, and other methods to assure the integrity and performance of the district's management systems.
- Board responses are mixed about whether Board members practice Board/Superintendent communication protocols.
- **Wonderings – Does the Board need to pay more explicit attention to its governance role? Should there be ongoing conversations with the Superintendent about governance-management distinctions.**

- 100% of the Board stated that they either did not or partially accomplished a revised Master Facilities Plan and took action on the Blueprint for Quality Schools recommendations.
- 100% of the Board stated that they either did not or only partially accomplished a review and approval of implementation plans for a revised Enrollment Policy, Enrollment Stabilization Plan, and Enrollment Impact Analysis.
- 100% of the Board stated that they either did not or only partially accomplished fiscal oversight training and other appropriate governance training.
- **Wonderings – Why do Board members believe they were not able to accomplish these Work Plan goals? If the Board had accomplished these goals would that have better supported their fiscal oversight responsibilities?**