

Seattle Public Schools Board Performance Self-Evaluation

Board Policy No. 1820, Evaluation of the Board, states in its entirety:

At the conclusion of each school year, the Board shall evaluate its own performance in terms of generally accepted principles of successful Board operations and in relation to its annual goals and objectives. The Board's self-evaluation shall address performance in the key functions of school Boards - vision, structure, accountability and advocacy. The results of the self-evaluation shall be used in setting goals for the subsequent year.

the Board unanimously approved on January 23, 2019 three specific goals:

- ✓ Racial Equity training;
- ✓ Board Collaboration and Governance; and,
- ✓ Board Community Engagement.

Goal 1: Board Racial Equity Training

The Board in recognition of modeling its desire that all staff be trained in Race & Equity principles and to develop our collective racial equity lens towards implementing Policy 0030 held two full day trainings in March and June 2019 led capably through the Department of Racial Equity Advancement (DREA) then led capably by Dr. Pedroza and her team with assistance from Dr. Scarlett.

The conversations we had around developing our racial equity analysis were incredibly fruitful— Directors learned a great deal about the historical roots of race and oppression, both institutional and structural racism, and the intersection of race and public education. We take great responsibility in holding the knowledge close to our hearts and minds as we navigate complex subjects that will impact our students and community today and into the future.

At one of our sessions, a student observer noted at the closing of our meeting, *“I don't always know what the Board does. And as a student of color, I don't often feel a sense of hope in my school or our District but witnessing our Board participate in this racial equity training and really dive into the work brought me hope for the first time in a long time.”*

This goal is completed, but recommends to the oncoming Board that this is continuous work, whether identified as a Board Goal or not.

Goal 2: Board Collaboration & Governance

This goal involved the Executive Committee, the Superintendent and the appropriate staff engaging in important discussions about the role of the Board, its officers, committees, and developing our collaboration framework in order to foster stronger internal alignment, better communications, and— ultimately—more trust and respect among, between and with Directors and SPS.

It is important to note that a common theme that surfaced was around trust. Building and maintaining trust is a foundational component to our work with each other on complex and challenging issues that come before the Board and the District.

Other improvements in Board collaboration included shared community meetings hosted by several Directors. During the Work Session on this topic, Directors acknowledged a high level of collaboration, frequent dialogues by phone and in-person, mutual respect, listening, and building on each other's ideas even when philosophical opinions and ideas for implementation differed.

The discussion of potential improvements to Board Series 1000 policies strengthened collaboration between the Board and the Superintendent, but we did not yet reach completion and approval of specific policy adjustments. Current policy work underway on this topic is Policy and SP 1690 – Board/Superintendent/Staff Communications and re-organizing Board Legislative Meetings. Several major factors impacted successful completion of this goal:

- BEX 5 & M&O Levies;
- Onboarding New Superintendent and several re-organizations;
- Collective Bargaining;
- Short staffing of the Board Office; and,
- District 7 Resignation & Appointment process.

It was also agreed and understood that any revised policy guidance late in 2019 would impact the future Board, and it should be involved in shaping that guidance. Director Mack emphasized the availability of WSDDA to assist in governance training,

The conversations and written documents created-to-date will be shared with the new Board to potentially continue this work, whether identified as a Board Goal or not.

At the Work Session of November 13, 2019, it was agreed this goal has not been completed but progress has been made. As an appendix, are series 1000 policies addressed recently

Goal 3: Board Community Engagement

The Board set the goal to hold two work sessions to be held off-site (JSCEE) during the 2019 calendar year.

The Board was grateful to have held its first off-site work session at Garfield High School in District 5, that focused on the Budget and BEX 5. Unfortunately, the sound system was deficient and those issues will need to be addressed in future planning. The Board will have an additional work session at Lincoln High School in December, 2019 in the library.

During the November 13th work session, the issue of costs, staff time and bandwidth were emphasized on holding meetings off-site, *e.g.*, the costs of holding two forums at Rainier Beach High School for the District 7 process. It was also strongly suggested to enter into non-SPS sites to meet with community where they are and to solicit community feedback after said meetings.

The attendance of directors at each other's community meetings was emphasized which has occurred more frequently this past year. Note: Though Directors frequently hold community meetings in their respective districts, there is no statutory or administrative requirement to do so.

Series 1000 Policies Discussed by the Executive Committee in 2019:

- March 20: 1620/1620BP, Board-Superintendent Relationship
- April 24: 1620/1620BP, Board-Superintendent Relationship
- May 22: 1620/1620BP, Board-Superintendent Relationship
- June 12: 1620/1620BP, Board-Superintendent Relationship
- August 21: Board Policy No. 1400, Meeting Conduct, Order of Business & Quorum; Board Policy No. 1430, Audience Participation; Board Procedure No. 1430BP, Audience Participation
- September 11: Board Policy No. 1400, Meeting Conduct, Order of Business & Quorum; Board Policy No. 1430, Audience Participation; Board Procedure No. 1430BP, Audience Participation; Policy 1620/1620BP, Board-Superintendent Relationship
- October 10: Board Policy No. 1400, Meeting Conduct, Order of Business & Quorum; Board Policy No. 1430, Audience Participation; Board Procedure No. 1430BP, Audience Participation
- November 13: Board Policy No. 1430, Audience Participation; Board Procedure No. 1430BP, Audience Participation