

***Mukilteo School District
Board of Directors
Self-Evaluation Instrument***

Note: Embedded in the following assessment is the assumption that the Board is well-informed by, and regularly works with, the Superintendent and appropriate staff on each of the issues below.

<i>Planning</i>	
1.	We have adopted a shared mission for education in this District.
2.	Our mission was developed with input from our community.
3.	Our mission addresses the education needs of our community for the future.
4.	The Board prioritizes key areas for planning such as student achievement, curriculum and capital needs.
5.	We refer to our mission to guide our deliberations, decision and actions, particularly during goal adoptions and updates.
6.	We use data and reports to assess progress and identify areas needing improvement.
7.	We ensure new initiatives are based on sound research and effective practices.
8.	We ensure that District planning includes, when appropriate, involvement of school staff, students and community members.
9.	The Board approves the District goals bi-annually.
10.	We clearly communicate the District Mission, goals and progress to the staff and community.
11.	We evaluate District progress toward our goals by reviewing relevant reports.

<i>Policy</i>	
1.	The Board approves new policies when required to meet District needs.
2.	We regularly review our District policies to ensure they support our mission and goals.
3.	Our policies clearly define the Board's responsibilities for dealing with District personnel.
4.	We follow and annually review our District policies for addressing complaints about the District.

<i>Student Performance</i>	
1.	Based on input from the Superintendent regarding student achievement, available follow-up studies and best practices in education, we believe that our curriculum prepares all of our graduates for their future.
2.	We ensure through the Superintendent that appropriate assessment methods are used to measure achievement for all students.
3.	We review performance reports in order to monitor student progress within the District.

4.	Improving student learning is the primary focus in our decision-making.
5.	The Board encourages the timely application of student assessments to ensure continuous academic achievement for each student.
6.	The Board supports efforts to identify at-risk students and to provide timely and appropriate interventions to keep them in school and on track for graduation.

	<i>Personnel</i>
1.	The Board demonstrates support and respect for the Superintendent as the chief executive officer of the District.
2.	We have agreed to written standards or goals for the performance of our Superintendent.
3.	We use written criteria and performance goals to evaluate the Superintendent.
4.	The Board works together to provide productive feedback to the Superintendent through the evaluation process.

	<i>Communicating with the Community</i>
1.	We have policies and procedures that provide guidance for appropriate two-way communications between the District and the community.
2.	We provide simple, understandable District progress reports to our community on a regular basis.
3.	We work to educate our constituents about the Board's roles and responsibilities.
3.	The Board, Superintendent and Administrative team are role models of effective leadership for our community.
5.	We work with other public officials to enhance our students' education.
6.	Our District has established partnerships that enhance our students' education.
7.	We recognize and celebrate the successes of our students, staff and partners.

	<i>Teamwork</i>
1.	Team members work with each other in an open, honest and respectful manner.
2.	We conduct District business according to established ethical standards. We annually review relevant policies.
3.	Each team member maintains confidentiality regarding sensitive communications.
4.	We provide mentoring and review and/or revise procedures when there is a change in the team's membership.
5.	We conduct District business only at properly-called meetings.
6.	We approach difficult problems and tough decisions in a deliberate manner.
7.	Each team member participates equally and fully in decision-making.
8.	We respect and support the role that the Board president plays on our team.
9.	All members honor Board decisions even when the vote is not unanimous.
10.	We evaluate our team's performance yearly.
11.	We have a written plan to improve the Board's performance.