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APPENDIX A – BOARD SELF-EVALUATION

BACKGROUND

The annual Board self-evaluation process is an important part of the Board's responsibility and commitment to provide effective governance to the school division. The purpose of the Board self-evaluation is to evaluate the effectiveness of Board practice and the impact of Board governance on Division performance.

The principles upon which the Board self-evaluation is based are as follows:

- A learning organization or a professional learning community is focused on the continual improvement of practice.
- A pre-determined process for evaluation strengthens the governance functions and builds credibility for the Board.
- An evidence-based approach provides objectivity.

EVALUATION FORMAT

The Board utilizes a self-evaluation survey to assess their performance each school year by answering questions in each of 6 domains of governance: (1) Contextual, (2) Educational, (3) Interpersonal, (4) Analytical, (5) Political, and (6) Strategic.

A standing committee of the Board reviews the survey instrument annually upon conclusion of the process, to edit questions and the process used to conduct the self-evaluation as required based on board feedback through the process.

EVALUATION PROCESS

Unless the Board decides otherwise, individual trustees are asked annually (or as determined by the Board) to review evidence from meetings and board operations throughout the school year and to anonymously complete an individual self-assessment of the board's performance for all questions in each domain using a 5-point scale: (1) Strongly Disagree, (2) Disagree, (3) Neither Agree nor Disagree, (4) Agree, and (5) Strongly Agree

Sources of evidence reviewed by trustees shall include, but need not be limited to, content in the division's 3-Year Educational Plan and Annual Results Report, provincial and local survey results, meetings and events detailed in the Board's Annual Workplan, reports submitted to the board by system administration throughout the year, and results from the board's annual Continuous Improvement Index.

Upon completion of the survey, the board's Self-Evaluation Committee engages in an initial review of the survey results and then leads a review for the entire board, *in camera*, to identify relative strengths of the board and opportunities for performance improvement. The Board Evaluation Committee creates a written summary of the evaluation to identify general observations, strengths, growth opportunities and action items for the following year, which is presented to the board, discussed in a board meeting, and kept on file by the Executive Assistant to the Board.