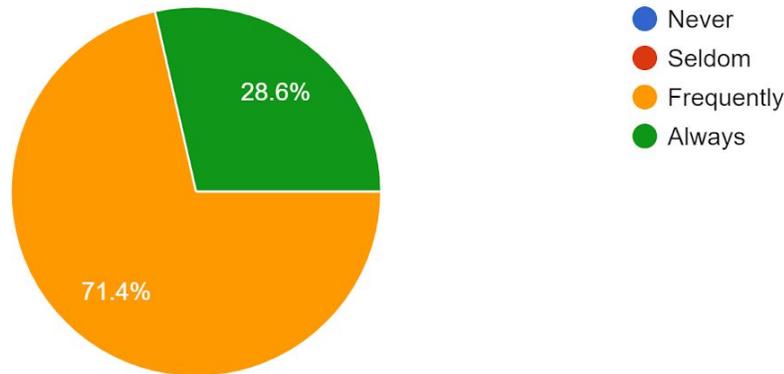


# Board Self Evaluation Report for Morgan Hill Unified School District

1) The Board effectively and strategically sets direction for the district through establishment of district goal...entless focus on student achievement.

7 responses



## How could the Board improve in this area?

5 responses

Communication and community engagement is very important; Always an area to review for improvement.

As seen on the California School Dashboard, several student groups in our district are performing below the acceptable level of achievement in the areas of English Language Arts and Mathematics. Programs and interventions have been created to support these groups. The Board should provide oversight on the effectiveness of these programs. Are interventions in progress? Have all schools implemented programs for student support? How can the Board further support this focus on student achievement?

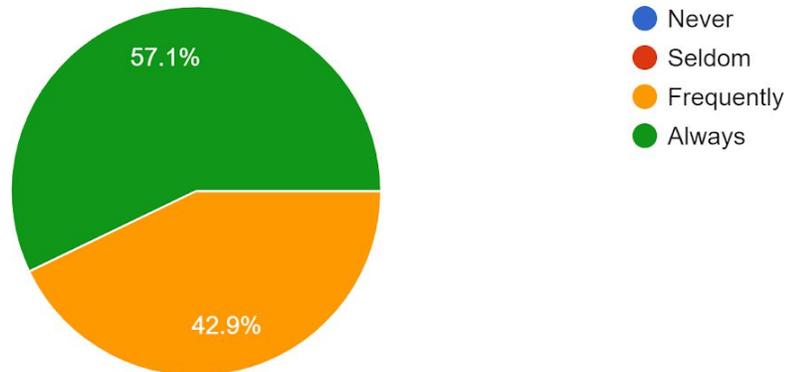
More time discussing strategic and policy issues in depth.

Suggest a staff-facilitated Board discussion on budget priorities, and continuing focus on student achievement data during Board meetings.

I think the board does a good job of setting direction for the district and community engagement seems high. We need to continue to focus on high student academic achievement. Highly competent teachers are maintained through Professional development which is directly connected to student achievement. The board should continue to promote continuing professional development opportunities for teachers.

## 2) The Board ensures that structure is in place to operate a high-functioning district that strives to achieve its mis...ractices, and board policy development.

7 responses



## How could the Board improve in this area?

3 responses

We get a lot done in our retreats; maybe schedule more regular gatherings such as these

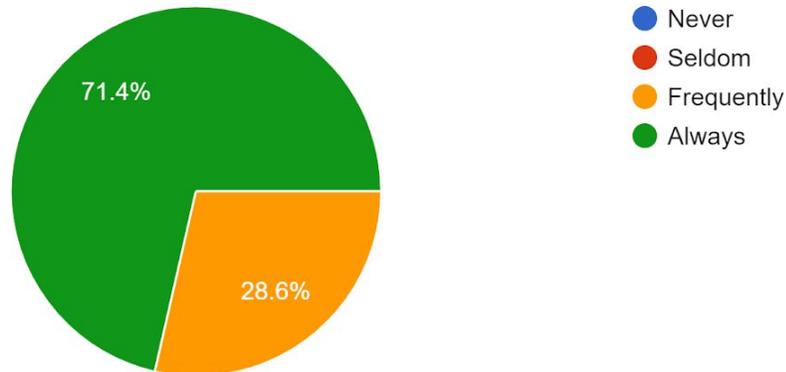
Strong emphasis should be placed on the district to ensure that all open positions in our schools and the District Office are filled with highly qualified personnel before the school year begins.

A structure should be set up to ensure that all curricular books and materials are ordered, purchased, and made available to teachers before the instructional year begins.

Board level policy development and HR practices review could use more work

### 3) The Board creates a supportive environment that enables the Superintendent, staff, and board members to make decisions that support district goals.

7 responses



### How could the Board improve in this area?

4 responses

I think we are getting better as a "new" board in learning the functions of the Superintendent and district staff; as time has gone by I believe we are engaging in greater collaboration and board appreciation of staff expertise. Ongoing attention to nurturing this relationship is a good goal for the board.

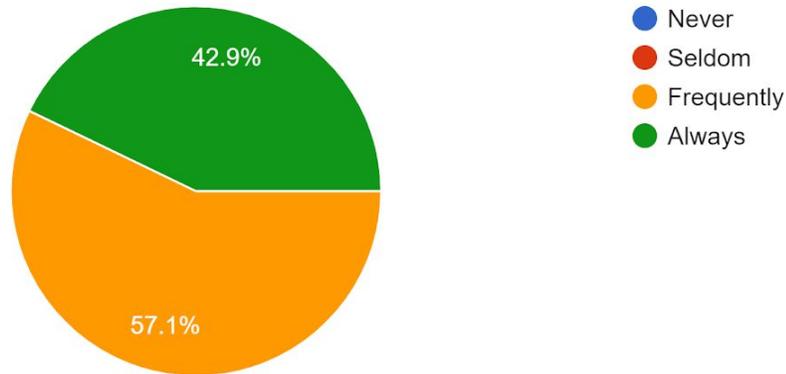
In order to more fully understand important issues affecting our schools and to enhance collaboration among the Board, the Superintendent, and school sites, meetings with school principals, the Superintendent, and the Board should occur on a regular schedule. Board members could rotate in attendance and report back to the full Board.

We probably need more specific assignments / sub-committees outside the reg. mtgs.

I perceive that trustees are well prepared for deliberations and send comments to the superintendent in advance of meetings to assure no surprises will unfold. I also perceive that trustees collaborate by asking questions of and offering support to staff in all settings. However, I would like to hear what ideas staff have for Board improvement in regards to a supportive environment.

#### 4) The Board ensures accountability through superintendent evaluation, regular review of policies, monitoring ...dicial and appeals body when required.

7 responses



#### How could the Board improve in this area?

4 responses

I believe this is an area of particular strength; our board is highly conscientious.

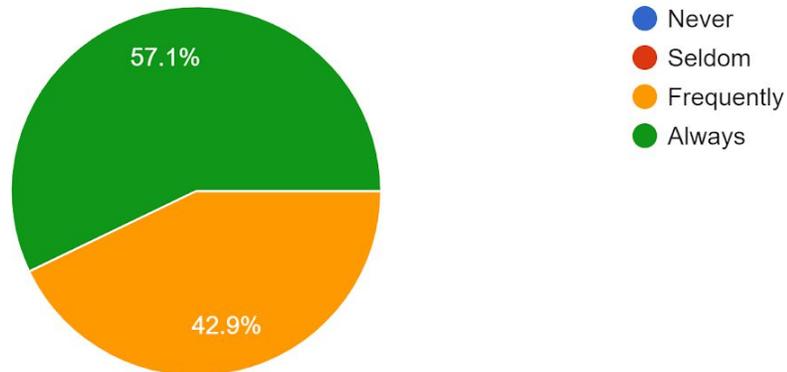
As many members of the Board are new, training in the areas of superintendent evaluation and fiscal oversight should be provided to the Board members.

Sometimes our efforts in this area are perfunctory approvals of staff work.

Trustees' access to and understanding of data on student achievement needs to continue to strengthen. Board needs to find a superintendent evaluation format that supports a good process.

## 5) The Board provides community leadership that reflects a common voice about district goals, involves communi...strict programs, and public education.

7 responses



## How could the Board improve in this area?

4 responses

I would like to see more opportunity for community leadership; I think we do a great job of community presence, and there are a number of us who sit on other boards / role in the community but the critical leadership opportunity is ahead of us as we consider how best to publicly advocate / campaign for the 2020 local bond measure.

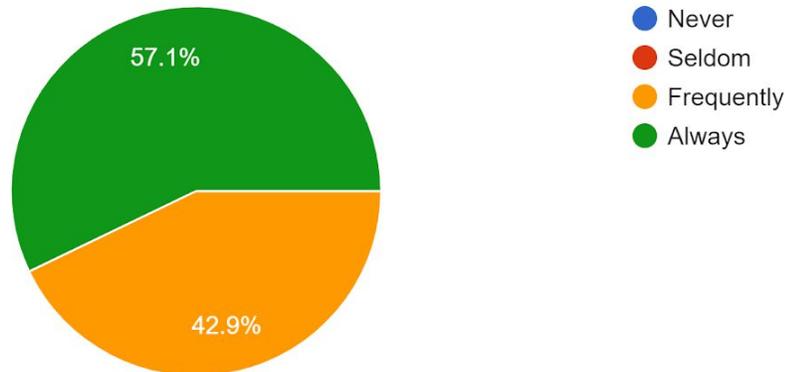
Our greatest challenge at this time is to provide the public with information about the bond measure which will be voted on at the March 3, 2020 election.

Board members could be even more engaged in the broader community

We would benefit from agreed-upon, simple-language "talking points" regarding progress toward achievement of district goals.

## 6) The Board acts to support MHUSD Goal 1 to ensure post-secondary success - college and career readiness - for all students.

7 responses



## How could the Board improve in this area?

5 responses

I'd like to see us identify a "big thing" that we as a board want to achieve in this domain over the next 3-5 years (such as review and revitalize the academies and consider how the verticals might be accentuated into the high schools to create continuous, coherent K-12 paths).

Pathways to college are available. The increased number of school counselors should provide additional support in this area. However, more varied pathways to career readiness following graduation are needed. Students should be able to prepare for many careers, not just college, while attending high school. Classes could be selected by students that would prepare them to enter well-paying jobs or target training they might plan for after graduation. Students in seventh and eighth grade could be introduced to survey classes that would help them to critically think about choices they will be making in high school and begin to plan for their future career pathway selections.

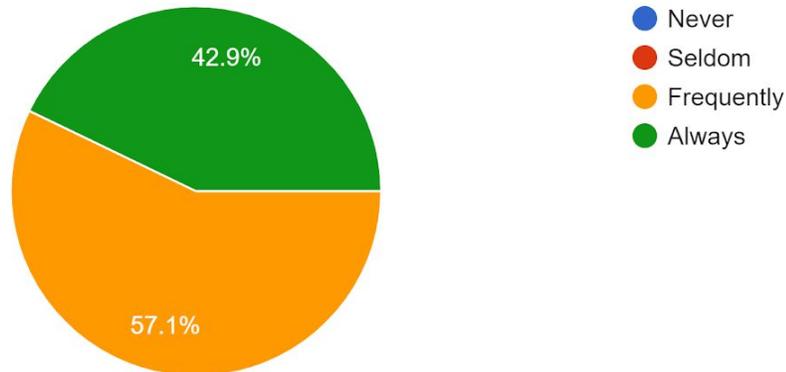
It is very difficult to know if we are achieving this outcome for all ~8000 students

Continue outreach for teachers qualified to teach career tech classes.

The Board could take more opportunities to really examine and discuss student achievement in our District and whether all of our programs are as effective as they could be.

## 7) The Board acts to support MHUSD Goal 2 to value all parents and guardians as partners in education and...power them to support their children.

7 responses



## How could the Board improve in this area?

4 responses

I'd like to feel more able to come up with specific examples of how we (Board) do this.

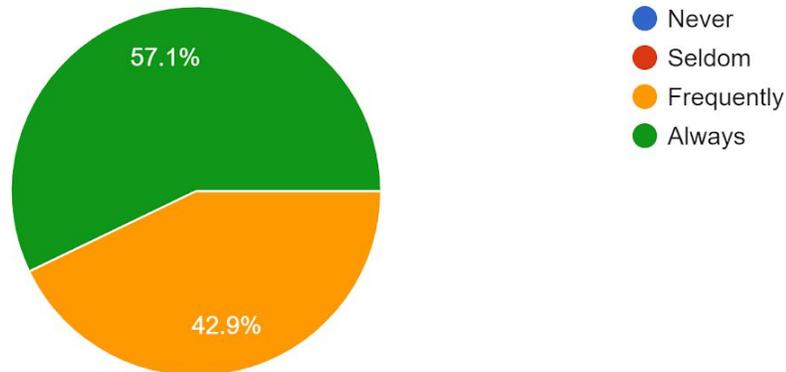
All parents and guardians must have access to school fliers, notices, and other school information. Although electronic notices are an enhancement in communication ability, not all parents and guardians have Internet access to receive these communications. Paper newsletters and other notices are still an important means of communication and need to be continued.

The board members could spend more time actively listening to parents/guardians

The Board could promote and encourage as much transparency and openness in all District communications to families.

## 8) The Board acts to support MHUSD Goal 3 to increase student engagement and improve school climate for all students.

7 responses



## How could the Board improve in this area?

4 responses

I think our equity item at each board meeting does this - perhaps we can also focus on (call it out even more directly) those equity items that promote student engagement and improve climate.

Student health and well-being are important factors that affect school climate. Healthy breakfasts and lunches contribute to this goal. A free breakfast for all students should be encouraged at all sites. Appetizing lunches should be offered to students. A fresh lunch with salad bar is being offered at two schools and should be expanded. Healthy snacks should be available at break times.

Become better educated about what the climate is at each and every campus

The Board could try to do more to provide additional student support services on school campuses (i.e. counselors, therapists, campus supervisors, etc.) which would improve school climate and increase student engagement.

## 9) What is the most important thing the Board should do to become an even better Board of Education?

7 responses

Identify a short-term strategic action (or 2!) that we as a board want to achieve and get it done. Passing the bond measure could be that thing...

It is important that the Board work to inform the public on all aspects of the bond measure which they will be voting on and deciding in March. Repairing, upgrading, and building schools for the future is vital. With the passage of SB 330 we can expect many new homes to be built in the next five years. Families will move into some of these homes. And we can expect additional students to be enrolling in our school district. We need to be prepared and ready to meet this challenge. Passage of the bond will provide us with a strong infrastructure and ensure that our schools are safe, ready, and able to educate our students.

More in-depth engagement at the sites and in the community

Increase understanding of, and be able to simply articulate, progress toward achieving district goals

Continue to have a presence in the community and at the schools by attending school and community functions. Continue to implement the LCAP and promote academic success for all students. Focus on closing the special education gap (back log of service hours many students need to recoup) because of the lack of continual leadership and appropriately credentialed providers.

The Board should look for more opportunities to have thoughtful discussions on policies, programs and student achievement.

With respect to Board meetings, according to the National University Council for Educational Administration and the Center for Research on the Superintendency and District Governance, high performing Boards demonstrate their "Relentless focus on student achievement" by dedicating "Time on Task at Bd. Meetings the following; 65% on Student learning and Achievement, 10% on Finance and Facilities, 15% on Community Relations and Advocacy. It would be beneficial to assess our current "Time on Task" percentages and adjust accordingly.