

**North Reading School Committee Self-Evaluation
2015-2016**

Not Yet Addressed – 1 Needs Improvement – 2 Proficient – 3 Exemplary – 4		
Leadership and Governance		Average Rating
1	Knowledge of roles and responsibilities	3.2
2	Understanding of state and federal laws	3.0
3	Establishes district policies	3.8
4	Engages in professional development among school committee members	2.2
5	Adopted a Mission Statement	NA
6	Maintains an ongoing self-assessment to determine effectiveness of the board	3.8
7	Effective meeting process	3.4
8	Demonstrated commitment to teamwork and collegiality within School Committee	3.8
9	Shares pertinent information with each other to prevent surprises and promote informed decision making	3.0
10	Does “homework” and comes prepared to make decisions	3.6
11	Understands the role of the individual as part of the whole group	3.4
12	Effective communication and productive working relationships among board members and with the Superintendent	3.6
13	Shared governance through aligned subcommittees and distributive leadership	3.8
14	Establishes and assesses goals for district	3.2
15	Supports the development of a strategic plan for elevating student achievement	3.2
16	Hire and retain an effective Superintendent	3.6
17	Establishes and assesses goals for Superintendent	3.4
18	Maintains an appropriate school committee self-assessment tool	3.6

19	Provide rational and effective evaluation of the Superintendent	3.4
20	Establishes strong relationship with municipal leadership	3.8
21	Works effectively with municipal personnel	3.6
Overall Comments for Leadership and Governance Category		
<p>Leadership and Governance is a strong quality of this committee. The committee knows its roles and responsibilities and respects the administrative authority of the Superintendent. The committee is extremely collaborative and respectful of each other and the administration. The committee continues to work closely with the Board of Selectmen and the Finance Committee. The transition to a new Superintendent and Assistant Superintendent has been a smooth one.</p> <p>Working with the committee members helps to keep/understand all the state and federal laws. I feel we all work together but could maybe talk more often outside meetings. Different roles within the committee ensures different amounts of communication and I would suggest that we maybe keep mixing up the subcommittees we sit on. Just a suggestion.</p> <p>Continues to be a collegial committee that works together for the betterment of the district. All members are prepared at each meeting to discuss, address, and vote on key issues. Some members (me) talk too much at meetings, perhaps pre-empting others. Continue to work well with town officials and employees. This continues to be critical to the success of our school system.</p> <p>(4) A work in progress.</p> <p>Desire for more professional development and collaboration with neighboring school committees (i.e., Reading, Wilmington). Appreciation for work with Suburban Coalition on Foundation Budget Review Commission findings. All members bring individual strengths/interests to the committee. Desire for more immediate communication with all members (i.e., email).</p> <p>(5) Adopted in "NRPS 2016; included in "NRPS 2021"; no action needed</p>		
Educational Program		Average Rating
22	Demonstrates high levels of collaboration with Superintendent to establish excellence in curriculum and instruction	3.2
23	Refrains from involvement in administration of the school system	3.4
24	Maintains policies to address curriculum and instruction to sustain student achievement	3.4

25	School Committee collaborates with Superintendent to assess programs and services as part of strategic planning and budget process	3.4
26	Negotiate and implement an effective educator evaluation system	3.4
27	Ensures adequate allocations for professional development needs	2.4
Overall Comments for Educational Program Category		
<p>The committee relies heavily on its Administrative Team to develop the educational programs for the district and we rely on their expertise. We do a good job of reviewing new programs and asking questions and making comments. We also try to formulate a budget that supports educational programs.</p> <p>I feel we are fine here.</p> <p>Committee does not micromanage the Superintendent or other administrators. Does not interfere with day-to-day operations. Committee continually asks good questions about curricula, course offerings, testing, technology, etc., with a goal of making sure students are getting what they need.</p> <p>Members ask informed questions about pertinent educational/curriculum matters. Members continually try to balance the needs of all students. Committee reflects on and discusses administrative recommendations prior to making decisions.</p> <p>(27) The data indicates that we spend enough but it doesn't seem that way.</p> <p>(27) Budget constraints</p>		
Financial and Asset Management		Average Rating
28	Collaborates with Superintendent to obtain and assess best available data for district finance and planning	3.2
29	Maintains a system to effectively hire and retain a highly qualified School Business Officer and uses the expertise of this administrator	3.4
30	Follows a clear and transparent budget process to establish fiscal roadmap for district	3.8
31	Establishes a clear, coherent budget with a financial plan for one or more fiscal years	3.3
32	Integrates policy making into budget process	3.0
33	Exercises due diligence to fulfill the fiduciary responsibility of locally elected legislative body	3.5

34	Uses good judgment in allocating and reallocating fiscal resources to promote student achievement	3.0
35	Receives regular reports with budgets and financial status for the system	3.8
36	Engages the municipal government(s) to provide the most effective efficiencies and economies of operations	3.2
37	Uses available data to inform budget decision making	3.6
38	Engages in capital and long range planning linked to the financial plan of the district	3.4
39	Exercises due diligence by reviewing and signing warrants	3.8
40	Establishes a communications strategy to promote public schools and student achievement	3.4

Overall Comments for Financial and Asset Management

Budget challenges continue every year resulting in the committee having to make difficult decisions just to maintain level services. It remains almost impossible to project budgets for more than one year. The committee has done a good job each year in maintaining level services and not acquiescing to the pressure of the selectmen and Finance Committee to make budget cuts every year in the budget process.

Multiple years is hard to do if we can't afford to do a "needed" budget.

While we always struggle with revenue availability, our budget process is extremely good, driven by the Director of Finance and Operations. Long-range planning has improved and gotten about as good as it can, given the variables inherent in running a school district.

Unavailable funds for implementing new and improved strategic plan is a yearly struggle. Our administrators and Business Manager serve as important collaborators when creating and balancing budgets. Strong relationships with other town groups/boards are an important responsibility of members. Our members advocate for the school system on a regular basis.

Family and Community Relations

Average Rating

41	Advocates to promote public policy for the advancement of public schools and student achievement	3.2
42	Working with Superintendent, establishes a communications strategy for consistent message to promote student achievement	3.6
43	Receives feedback from the public and stakeholder interests	3.0
44	Receives and addresses school improvement plans	3.6
45	Performs outreach to improve community relationships	2.8

Overall Comments for Family and Community Relations

The School Committee has done a good job of communicating with the community through televised meetings, social media, North Reading Transcript, emails from the Superintendent, etc. The committee also has several members who routinely use social media to debate issues, answer questions, and provide information to the public. The committee is very transparent, allowing the community to participate in committee discussions and has invited public input on various controversial issues such as PARCC testing, transgender policies, and budget deficits.

Social media is great but not all of us use it. Some a lot, some a little, some not at all. School Committee Facebook Page? Should we?

Communication with all stakeholders continues to be excellent. New and improved district website. Participation on social media by two members to improve information flow. Articles every week in the Transcript. Superintendent's newsletters. Overall, the School Committee continues to be effective in managing a successful school district. While it will never be perfect, this is one of the best committees of which I have been a member. Everyone takes the role seriously, everyone does their homework and everyone comes to meetings prepared. Working with the administration, we continue to move the district forward. I believe these are the highest rankings I have ever given with no categories receiving a "1" or "2" score. That reflects my belief that this is the best iteration of the committee during my twelve years as a member.

Desire for more formalized communication strategy with community (Facebook page, posting of important information, anonymous "ask a question" feature—repost if all would benefit).