

FACILITATED BOARD SELF-EVALUATION PROCESS

Process

The annual facilitated Board self-evaluation process shall be completed subsequent to the Superintendent evaluation process. The two evaluation processes are complementary in nature.

Part 1: The Act provides the Board with significant authority including the authority to delegate. The Board must decide the authority it wishes to delegate and the authority to be retained. The Board is the only body in the Division which can hold the Board accountable for performing its legally defined role.

With reference to Policy 2 Role of the Board, Policy 2 Appendix A – Annual Board Work Plan and the motions passed during from Regular and Special meetings held during the evaluation period individual trustees will assess the corporate Board's effectiveness relative to each role area. The objective is to identify areas of strength on which to build and specific changes for the greater effectiveness that the corporate Board is committed to make during the next evaluation period.

Evaluation Tool: Collect, collate and analyze responses to a Role of the Board questionnaire.

Part 2: The Board functions as a corporate entity. Individual trustees have only the authority granted them by the Board. Therefore the interpersonal working relationships between and among trustees is vital to the effective functioning of the Board.

Evaluation Tool: Collect, collate and analyze responses to a Board Interpersonal Working Relationships questionnaire.

Part 3: The Board is elected for a four year term. One key role is to represent the communities the boundaries of the Division and effectively communicate to the electorate between elections in a manner which creates assurance and builds confidence.

Evaluation Tool: Collect, collate and analyze responses to a Communications/Representation questionnaire.

Part 4: Boards have fiduciary, strategic and generative governance roles. All must be performed in an ethical manner.

Evaluation Tool: Collect, collate and analyze responses to a Readiness for Governance questionnaire.

Part 5: With reference to the functioning of the First Team during the evaluation period trustees will assess Board/Superintendent Relationships. In other words, is the Board effectively performing its role to make the First Team effective?

Evaluation Tool: Collect, collate and analyze responses to a Board/Superintendent relations questionnaire.

Part 6: The Board's policy role is critical to provide direction for the Division, to delegate to and hold staff accountable through the office of the Superintendent, and to promote and protect publicly funded education. Regular review of Board policies is required to ensure the currency and effectiveness of such policies.

Evaluation Tool: Review the summary of Board motions and monthly Board Evaluation Assessments to ensure the entire Board Policy Handbook is subjected to review and revision, identify any lack of alignment of practice with policy (e.g. from review of motions) and make revisions as required in policy or practice as deemed appropriate.

Part 7: Reviewing Board actions at least annually to determine how perceived corporate Accomplishments, Regrets, Opportunities and Threats (AROT) can assist in defining a Positive Path Forward (PPF) and avoid repetition of less effective functioning.

Evaluation Tool: Conduct an AROT analysis in light of Board motions and direct Board observations.

Part 8: Board approves of the directions to be taken during the next evaluation period to strengthen Board functioning including setting of Board priorities.

Part 9: Board assesses success or lack thereof addressing the Positive Path Forward approved as a result of the last evaluation and includes any required actions in the current PPF.

Part 10: Board reviews the process tools and process structure and identifies any changes desired for the next evaluation period.

Part 11: Board approves the Positive Path Forward (PPF) in a public Board meeting.

Note in subsequent years the evaluation process will commence with an accountability review of the previous year's PPF to ensure actions were taken as required and desired results achieved.

Legal Reference: Section 45, 45.1, 56, 60, 61, 62, 63, 78, 113, 147 School Act
Local Authorities Elections Act
Northland School Division Act
Results-Based Budgeting Act
Disposition of Property Regulation
Early Childhood Services Regulation