

Georgia School Boards Association

JASPER COUNTY - Governance Team Training Assessment*

Or

2016-2017 Standards Recognition Committee Assessment**

The following assessment reviews eight major domains of school board governance team roles and responsibilities.

Domain I: Governance Structure

Domain V: Board Meetings

Domain II: Strategic Planning

DOMAIN VI: Personnel

Domain III: Board and Community Relations

DOMAIN VII: Financial Governance

Domain IV: Policy Development

DOMAIN VIII: Ethics

*This assessment can be utilized by the local board and superintendent (governance leadership team) to annually self-assess their training needs for any fiscal year and meet the SBOE local board training requirements based upon the SBOE Standards for Effective Governance of Georgia School Systems.

**For the Standards Recognition Program, the Internal or GSBA External Standards Recognition Review Committee shall review the roles and responsibilities in the 8 major domain governance standards areas and complete the elements checklist for each area. Upon completion of the standards elements checklist, the committee will report to the full board their findings and recommendations. The Internal Standards Recognition Review Committee, appointed by the local Board of Education, shall include (at a minimum) two board members, one school system administrator and two community leaders. The GSBA External Standards Recognition Review Committee will be appointed by GSBA.

Rating Scale: S = satisfactory; NI = needs improvement; CD = can not determine

Georgia School Boards Association

Governance Team Assessment for Training Needs or Assessment by Standards Recognition Review Committee

Domain I: Governance Structure

Domain Description: The board of education and superintendent form the governance leadership team of the local school system, and act in a manner that focuses on improving student achievement and organizational effectiveness.

Standard A: The governance leadership team is comprised of the local board of education and the superintendent, and adheres to appropriate roles and responsibilities, as defined in the state constitution, state law, local act and board policy.								
Sat	NI	CD	Board Elements		Sat	NI	CD	Superintendent Elements
X			A-E-1. The board elects officers using procedures defined in state law, local legislative act and local board policy.					
X			A-E-2. The board designates the superintendent as the Executive Officer of the school system and fully delegates the authority to provide educational leadership, manage daily operations, and perform all duties as assigned by law.					
					X			A-E-3. The superintendent acts as board secretary.
<u>Comments:</u>								

Standard B: The governance leadership team executes its duties as defined in the state constitution, state laws, and state board rules consistent with local board policies, accreditation standards, procedures and ethical standards, which govern its conduct.

Sat	NI	CD	Board Elements	Sat	NI	CD	Superintendent Elements
X			B-E-1. The board establishes and follows local board policies, procedures, and ethical standards governing the conduct of the governance leadership team, board and individual board members.	X			B-E-1. The superintendent recommends and implements adopted local board policies, procedures, and ethical standards governing his/her conduct as a member of the governance leadership team.
X			B-E-2. The board adopts, commits to, and follows a Code of Ethics, including a Conflict of Interest policy consistent with Domain VIII-Ethics.	X			B-E-2. The superintendent commits to and follows a Code of Ethics consistent with Domain VIII-Ethics.

Comments:

Standard C: The board acts as a policy-making body separate from the roles and responsibilities authorized to the superintendent.

Sat	NI	CD	Board Elements	Sat	NI	CD	Superintendent Elements
X			C-E-1. The board establishes and follows written policies governing its work in compliance with state constitution, state law, local legislative act(s) and policy.				
X			C-E-2. The board fully supports and recognizes that operational issues are the responsibility of the superintendent and school system personnel.				

Comments:

Standard D: The governance leadership team demonstrates a unified approach to governing the school system in order to assure effective fulfillment of roles and responsibilities.

Sat	NI	CD	Board Elements	Sat	NI	CD	Superintendent Elements
X			D-E-1. The Board participates in annual professional development that meets or exceeds the requirements of Georgia law and the State Board of Education.	X			D-E-1. The superintendent's participation in this annual professional development training, while voluntary, is strongly encouraged with the exception of Whole Board Governance Team required training.
X			D-E-2. The governance leadership team differentiates professional development curriculum and delivery for the whole board and individual members based upon the experience and needs of members.				
X			D-E-3. New members are provided with induction, orientation, and mentoring in order to support their effectiveness as members of the governance leadership team.	X			D-E-3. The superintendent assists with new member induction and orientation in order to support board member effectiveness as members of the governance leadership team.

Comments:

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Domain II: Strategic Planning

Domain Description: The governance leadership team, in collaboration with the community, adopts and enacts a planning process that results in an adopted system strategic plan designed to improve student achievement and organizational effectiveness.

Standard A: The governance leadership team provides input to and adopts the system strategic plan.								
Sat	NI	CD	Board Elements		Sat	NI	CD	Superintendent Elements
X			A-E-1. The governance leadership team, in collaboration with the community, provides input to and the Board adopts a strategic plan that contains the system’s beliefs, vision, mission, and strategic goals, performance objectives, performance measures and targets for improving student achievement and organizational effectiveness.		X			A-E-1. The governance leadership team, in collaboration with the community, provides input to and the Board adopts a strategic plan with superintendent’s recommendations that contains the system’s beliefs, vision, mission, and strategic goals, performance objectives, performance measures and targets for improving student achievement and organizational effectiveness.
X			A-E-2. At least annually and as needed, the governance leadership team reviews, assesses the system strategic plan and the Board revises and readopts.		X			A-E-2. At least annually and as needed, the governance leadership team reviews, assesses the system strategic plan and the superintendent recommends noted updates.
X			A-E-3. The governance leadership team conducts the strategic planning process consistent with Domain VIII: Ethics.		X			A-E-3. The governance leadership team conducts the strategic planning process consistent with Domain VIII: Ethics.

<u>Comments:</u>								
The Board will revisit the processes and procedures for district school continuous improvement planning.								
The Board will engage in specific strategic planning during the summer and include other stakeholders (e.g. SGTs).								
<u>Standard B. Annually and as needed, utilizing the adopted strategic planning process, the governance leadership team monitors and reports progress on performance measures.</u>								
Sat	NI	CD	Board Elements		Sat	NI	CD	Superintendent Elements
X			B-E-1. The board implements board action plan for monitoring and reporting performance objectives, performance measures and targets, and effectiveness that is aligned with the school system’s strategic plan.		X			B-E-1. The superintendent implements board action plans for monitoring and reporting performance objectives, performance measures and targets, and effectiveness that is aligned with the school system’s strategic plan providing necessary reports to the board.
X			B-E-2. The governance leadership team participates in professional development focused on the development, implementation and assessment of the school system’s strategic plan required training that meets or exceeds requirements of Georgia law and SBOE rules.		X			B-E-2. The governance leadership team participates in professional development focused on the development, implementation and assessment of the school system’s strategic plan and the superintendent meets or exceeds requirements of the professional development generated by the annual superintendent evaluation, PSC and Georgia law.
X			B-E-3. The governance leadership team annually, and as needed, self-assesses performance in fulfilling its duties, responsibilities, and ability to work as a		X			B-E-3. The governance leadership team annually, and as needed, self-assesses performance in fulfilling its duties, responsibilities, and ability to work as a team in support of implementing the strategic plan.

			team in support of implementing the strategic plan.				
X			B-E-4. The governance leadership team meets annually to appropriately focus upon:	X			B-E-4. The governance leadership team meets annually to appropriately focus upon: (Note: Superintendent provides appropriate data for meeting)
X			<ul style="list-style-type: none"> Analyzing appropriate data to assess progress toward fulfilling the school system's strategic plan 	X			<ul style="list-style-type: none"> Analyzing appropriate data to assess progress toward fulfilling the school system's strategic plan
X			<ul style="list-style-type: none"> Assessing the strengths and needed improvements of the school system 	X			<ul style="list-style-type: none"> Assessing the strengths and needed improvements of the school system
X			<ul style="list-style-type: none"> Addressing compelling problem(s) or emerging issue(s) that may prevent the school system from accomplishing its strategic plan 	X			<ul style="list-style-type: none"> Addressing compelling problem(s) or emerging issue(s) that may prevent the school system from accomplishing its strategic plan
X			<ul style="list-style-type: none"> Identifying and address emerging opportunities for advancing the school system's strategic plan 	X			<ul style="list-style-type: none"> Identifying and address emerging opportunities for advancing the school system's strategic plan
X			<ul style="list-style-type: none"> Self-assessing the governance leadership team's educational, governance and leadership performance 	X			<ul style="list-style-type: none"> Self-assessing the governance leadership team's educational, governance and leadership performance
Comments: The Board will continue planning for the specific training needs for SGTs.							

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Domain III: Board and Community Relations

Domain Description: In order to ensure improved student achievement and organizational effectiveness, the governance leadership team creates and sustains healthy community relations; models professional relationships; creates a culture of mutual respect and serves as a public school advocate for effective collaboration and engagement of internal and external stakeholders.

Standard A: The governance leadership team develops a process for creating a culture where input is sought, heard, and valued.								
Sat	NI	CD	Board Elements		Sat	NI	CD	Superintendent Elements
X			A-E-1. The governance leadership team aligns its actions and decisions, which impact board and community culture, to the school system’s strategic plan.		X			A-E-1. The superintendent as a member of the governance leadership team aligns his/her actions, decisions and recommendations which impact board and community culture, to the school system’s strategic plan.
X			A-E-2. The interactions of the governance leadership team with the community create a culture in which ideas are sought, heard, and valued, and are based on collaborative review of research and data.		X			A-E-2. The interactions of the superintendent as a member of the governance leadership team with the community and staff, create a culture in which ideas are sought, heard, and valued, and are based on collaborative review of research and data.
Comments: The board allows public comment at Board meetings. The board governance team will establish a means to measure program effectiveness per Advanced Ed recommendation in May, 2017.								

Standard B. The board develops policies to ensure effective communication and engagement of all stakeholders' which support the strategic plan, desired culture and continuous improvement of the school system.								
Sat	NI	CD	Board Elements		Sat	NI	CD	Superintendent Elements
X			B-E-1. The governance leadership team develops and supports implementation of a communications plan aligned with the school system's strategic plan.		X			B-E-1. The superintendent as a member of the governance leadership team develops and supports implementation of a communications plan aligned with the school system's strategic plan.
	X		B-E-2. The governance leadership team formally and informally communicates to stakeholders, its strategic plan, desired culture and improvement needs, and student performance expectations of progress, targets, and results.			X		B-E-2. The superintendent as a member of the governance leadership team formally and informally communicates to stakeholders, its strategic plan, desired culture and improvement needs, and student performance expectations progress, targets, and results.
X			B-E-3. The governance leadership team and individual member's communication demonstrates transparency of intentions, actions, decisions, successes, progress statuses, benchmarks and barriers to achievement of goals and performance targets.		X			B-E-3. The superintendent as a member of the governance leadership team demonstrates transparency of intentions, actions, decisions, successes, progress statuses, benchmarks and barriers to achievement of goals and performance targets.
X			B-E-4. The governance leadership team's communication plan is consistent with Domain VIII – Ethics.		X			B-E-4. The superintendent as a member of the governance leadership team implements the communication plan consistent with Domain VIII – Ethics.
<p>Comments: The board will establish communication protocols and participation in meetings with SGTs to ensure meaningful lines of communication.</p> <p>The board and SGTs will develop a communication plan about the purpose of Charter Systems and the essential roles of SGTs (ex. Use of individual school web sites).</p>								

Standard C. The governance leadership team ensures processes that develop, communicate and maintain procedures for communications by stakeholders which result in resolution of issues and concerns supporting the strategic plan, desired culture and continuous improvement of the school system.									
Sat	NI	CD	Board Elements		Sat	NI	CD	Superintendent Elements	
X			C-E-1. The governance leadership team follows an approved communication plan that supports clear two-way communication with stakeholders (i.e. Chain of Command process).		X			C-E-1.The superintendent as a member of the governance leadership team recommends and follows an approved communication plan that supports clear two-way communication with stakeholders (i.e. Chain of Command process).	
X			C-E-2. The management of all communications of the governance leadership team promotes shared accountability and collaborative action in support of the strategic plan, desired culture and continuous improvement of the school system.		X			C-E-2.The superintendent assist in the management of all communications of the governance leadership team, promotes shared accountability and collaborative action in support of the strategic plan, desired culture and continuous improvement of the school system.	
X			C-E-3. The board establishes a process for monitoring and reporting the school system’s performance in analyzing, addressing, and resolving issues and concerns raised by stakeholders.		X			C-E-3. The superintendent recommends and implements a process for monitoring and reporting the school system’s performance in analyzing, addressing, and resolving issues and concerns raised by stakeholders.	
Comments:									

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Domain IV: Policy Development

Domain Description: The board adopts, revises, and follows written policies in accordance with laws and state board rules that include but are not limited to those that support improved student achievement, fiduciary responsibility, community and stakeholder engagement, organizational effectiveness, and continuous improvement.

Standard A. The board of education adopts, revises, and follows written policies that are clear, up-to-date, and in compliance with the system's strategic plan, state constitution, state and federal laws and state board rules.								
Sat	NI	CD	Board Elements		Sat	NI	CD	Superintendent Elements
X			A-E-1. The board promotes policy development that is aligned with the system strategic plan and supports improved student achievement and organizational effectiveness.		X			A-E-1. The superintendent assists in all policy development especially policies that are aligned with the system strategic plan and supports improved student achievement and organizational effectiveness.
X			A-E-2. The board has adopted policies or procedures for all policy development, revisions and adoption and contains procedures for: <ul style="list-style-type: none"> • policy repeal, • emergency adoption of policy and • policy dissemination. 		X			A-E 2. The superintendent follows the board-adopted policies or procedures when presenting new or revised policies to the board for consideration.
X			A-E-3. The board solicits and receives recommendations from the superintendent on any proposed policies.		X			A-E-3. The superintendent provides recommendations, usually in writing, on all policies presented to the board.
X			A-E-4. The board provides opportunities for public review on proposed policies before		X			A-E-4. Superintendent will seek out staff and community stakeholder's opinions on proposed

			final board action is taken.					policies and report the findings to the board.
X			A-E-5. Procedures are in place for policies to be systematically reviewed.		X			A-E-5. Superintendent will seek out staff and community stakeholder's opinions on proposed policy revisions and report the findings to the board and ensure that the system's policies are updated and current as defined in the state constitution, state laws, and state board rules.
X			A-E-6. The board holds the superintendent accountable for the consistent implementation of adopted policies.		X			A-E-6. The superintendent interprets and executes board policies.
X			A-E-7. Board policies are consistent with standard Domain VIII.					
Comments:								

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Domain V: Board Meetings

Domain Description: In order to conduct official business for the purpose of improving student achievement and organizational effectiveness, the governance leadership team plans and conducts board meetings in accordance with Open Meetings Law and local board policy.

Standard A. The board announces and holds meetings in accordance with local board policy and the Open Meetings Law (O.C.G.A. §50-14-1).									
Sat	NI	CD	Board Elements		Sat	NI	CD	Superintendent Elements	
X			A-E-1. The board adopts a policy defining the process for developing board meeting agendas, to include, but not limited to: <ul style="list-style-type: none"> • how the agenda is prepared and by whom • a process to remove or place items on the agenda • a process to allow requests for additional information on agenda items • procedures through which the public can provide information, ideas, or input on agenda items. 		X			A-E-1. The superintendent provides recommendations, usually in writing, on policies and board items presented to the board for agenda consideration.	
X			A-E-2. The board’s plan meeting agendas consistently include components that demonstrate-alignment with the system’s strategic plan.		X			A-E-2. The superintendent provides written reports on action plans, status of adopted district goals, student achievement, information on agenda items where needed and written recommendation(s) on action items related to board agenda items and system’s	

								strategic plan.
				X				A-E-3. The superintendent will post all meetings of the board and conducted in accordance with the Open Meetings Law (50-14-1) for public view.
X			A-E-4. The board uses a “consent agenda” procedure when appropriate.					
X			A-E-5. The board of education conducts meetings in accordance with the meeting agenda, once approved, and departs from the agenda only under circumstances allowed under the Open Meetings Law (O.C.G.A. §50-14-1) and by a majority (simple majority, super majority, or unanimous vote) previously specified in local board policy.	X				A-E-5. The superintendent will ensure accurate board meeting records are recorded and maintained as prescribed by the Open Records Act (O.C.G.A. §50-18-70) and state laws.
X			A-E-6. The Board is trained in, and conducts meetings in a manner consistent with, parliamentary procedure.					
<u>Comments:</u>								

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Governance Team Assessment for Training Needs or Assessment by Standards Recognition Review Committee

DOMAIN VI: Personnel

Domain Description: The Board of Education employs, sets performance expectations for, and evaluates the work of the superintendent; sets personnel policies and approves or denies personnel actions recommended by the superintendent in order for him/her to manage the system workforce to improve student achievement and organizational effectiveness.

Standard A: The board of education employs a superintendent who acts as the Executive Officer of the school system.								
Sat	NI	CD	Board Elements		Sat	NI	CD	Superintendent Elements
X			A-E-1. The board’s search and hiring processes result in selecting a superintendent with the verified knowledge, expertise, skills and prior performance history that predict successful performance in execution of Superintendent duties and responsibilities in alignment with the school system strategic plan.					
X			<u>Cross Reference to Domain I; Standard A: Element 2.</u> The board oversees the management of the district by employing, designating and supporting the superintendent as chief executive officer, fully delegates the authority to provide educational leadership, manage daily operations, and perform all duties as assigned by law.		X			A-E-1. Providing leadership as chief executive officer, the superintendent acts as general supervisor of all school system/district employees.

X			A-E-2. The board sets performance expectations for the superintendent through the adoption of a strategic plan; the adoption of a current job description; the adoption of professional development and evaluation plan; and adherence to state law.		X			A-E-2. The superintendent's work plan is coordinated with board established performance expectations through the adoption of a strategic plan; the adoption of a current job description; the adoption of professional development plan, contract provisions, superintendent evaluations and adherence to state law.
X			A-E-3. The board of education invests in the Superintendent professional development to ensure alignment to the school system strategic plan, and current job description.		X			A-E-3. The superintendent participates in agreed upon professional development program plan.
X			A-E-4. The board of education engages in planning for leadership continuity to support sustainability of improvement.					
X			A-E-5. Board decisions regarding termination of Superintendent/ employment are compliant with superintendent contract and state laws.		X			A-E-5. The superintendent performs as per contract provisions.
X			A-E-6. The governance leadership team develops policies consistent with Domain VIII-Ethics.		X			A-E-6. The governance leadership team develops policies consistent with Domain VIII-Ethics.
<u>Comments:</u>								
The board will align the superintendent's evaluation with the district strategic plan and Charter application.								

Standard B: The board of education evaluates the professional performance of the superintendent.

Sat	NI	CD	Board Elements	Sat	NI	CD	Superintendent Elements
X			B-E-1. The board annually evaluates the superintendent's job performance as outlined in the evaluation plan.	X			B-E-1. Periodically, but at least once in any 12 month period, the superintendent provides necessary documentation and is evaluated on his/her professional performance, using an approved instrument and processes agreed upon by the board and the superintendent.
X			B-E-2. The evaluation instrument and process are developed by the board in collaboration with the superintendent; based on clear, written measurable performance targets and elements; and aligned with the school system's strategic goals.	X			B-E-2. The superintendent in collaboration with the board assists in development of the evaluation instrument and evaluation processes.
X			B-E-3. The board receives training in the superintendent's evaluation process and current evaluation instrument, and objectively follows that process for evaluation.				
X			B-E-4. The superintendent's evaluation will be reflected in meeting agenda minutes, noting participating members; however, the results of the evaluation of the superintendent will remain confidential.	X			B-E-4. The superintendent will provide the necessary data for the board's superintendent evaluation containing agreed upon processes and record accurate minutes.

Comments:

Standard C. The board adopts personnel policy that is implemented by the superintendent.								
Sat	NI	CD	Board Elements		Sat	NI	CD	Superintendent Elements
X			C-E-1. The board adopts personnel policies that are aligned with the school system’s strategic plan and organizational effectiveness and consistent with applicable statutes.		X			C-E-1. The superintendent provides recommendations, usually in writing, on all policies presented to the board.
X			C-E-2. The board and individual board members do not engage in the implementation of personnel policy, including the employment, assignment, or dismissal of personnel, except to accept or reject the recommendations of the superintendent.		X			C-E-2. The superintendent recommends all personnel actions taken by the board including the employment, assignment and dismissal of personnel to the board in accordance with local policy and state laws.
X			C-E-3. The board holds the superintendent accountable for assuring that all personnel in the school system are evaluated in accordance with the school system’s mission, strategic plan, school system personnel policies, and applicable statutes.		X			C-E-3. The superintendent plans and implements a personnel evaluation system that identifies the strengths and performance improvements needed for employees in the district.
X			C-E-4. The board follows state laws in matters of school system employee discipline.		X			C-E-4. (C-E-2.) The superintendent recommends all personnel actions taken by the board including the employment, assignment and dismissal of personnel to the board in accordance with local policy and state laws.
<u>Comments:</u>								

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DOMAIN VII: Financial Governance

Domain Description: The board provides guidance to the superintendent and sets sound fiscal policy so that the school system is an effective steward of all resources to support student achievement and organizational effectiveness.

Standard A: A. The board of education upon recommendation of the superintendent adopts a budget that adheres to State law provisions and consistent with its strategic plan.								
Sat	NI	CD	Board Elements		Sat	NI	CD	Superintendent Elements
X			A-E-1. The board provides guidance to the superintendent, who develops and manages the tentative budget in accordance with the school system’s strategic plan, and adopts fiscal policies that assure improved student achievement and organizational effectiveness.		X			A-E-1. The superintendent with guidance from the board develops and manages the tentative budget development process in accordance with the school system’s strategic plan, and recommends fiscal policies that assure improved student achievement and organizational effectiveness.
X			A-E-2. The board conducts budgeting discussions with the superintendent and establishes specific budget parameters where deemed necessary or appropriate.		X			A-E-2. The superintendent discusses with the board all budget resources and assists in establishing budget resources parameters.
X			A-E-3. The governance leadership team seeks community and stakeholder input, review, and feedback on the tentative budget.		X			A-E-3. The superintendent seeks community, staff and stakeholder input, review, and feedback on the tentative budget.

X			A-E-4. The board approves, after careful consideration of sound business and fiscal practices, the school system's budget reflecting the strategic plan.		X			A-E-4. The superintendent recommends to the board for consideration the school system's tentative budget for adoption.
Comments:								
The board will align resources to the strategic plan.								
Standard B: The board of education adopts policy for sound fiscal management and monitors the implementation of the budget in accordance with state laws and regulations.								
Sat	NI	CD	Board Elements		Sat	NI	CD	Superintendent Elements
X			B-E-1. The board develops policies to ensure sound fiscal management, including but not limited to: balanced budget requirements, spending level authorizations and permissions, deficit spending restrictions, establishment of special funds, and reserve maintenance requirements.		X			B-E-1. The superintendent administers the approved budget within board established policies, including but not limited to: balanced budget requirements, spending level authorizations and permissions, deficit spending restrictions, establishment of special funds, and reserve maintenance requirements.
X			B-E-2. The board holds the superintendent accountable for the implementation of the budget in a manner consistent with the strategic plan.		X			B-E-2. Once the budget is approved that incorporates sound business and fiscal practices, the superintendent implements and administers the budget including items addressing the strategic plan.
X			B-E-3. The board establishes, through policy, the level of spending beyond the budget for which the superintendent must seek board approval.		X			B-E-3. See B-E-1 for cross reference.

X			B-E-4. The board monitors the school system's audits, monthly financial reports, and additional financial reports needed to make informed decisions and to ensure execution of the budget in a manner consistent with the strategic plan and strategic goals of the school system.	X			B-E-4. The superintendent prepares monthly financial reports on the status of the budget.
X			B-E-5. The board reviews and addresses annually audited financial records and audit findings, with a goal of proactively preventing audit exceptions.	X			B-E-5. The superintendent maintains the district's financial records and cooperates with auditors annually to audit financial records.
X			B-E-6. The board addresses fiscal matters in a manner consistent with law, sound business practice, and ethical principles regarding conflicts of interest in Domain VIII - Ethics.	X			B-E-6. The superintendent administers the system's fiscal matters in a manner consistent with law, sound business practice, and ethical principles regarding conflicts of interest.
X			B-E-7. The board operates in a manner such that the board's financial decisions and actions do not provide unfair financial or other opportunistic advantages to any member of the governance leadership team, their family members, associates, or individual constituents.	X			B-E-7. The superintendent administers the budget in a manner such that the financial decisions and actions do not provide unfair financial or other opportunistic advantages to any member of the governance leadership team, their family members, associates, or individual constituents.
Comments:							

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DOMAIN VIII: Ethics

Domain Description: The governance leadership team conducts themselves, collectively and individually, in an ethical and professional manner.

Standard A: The board of education adheres to, adopts and practices a Code of Ethics, avoids conflicts of interest, and annually reviews ethical standards to ensure and enhance governance structure and organizational effectiveness.								
Sat	NI	CD	Board Elements		Sat	NI	CD	Superintendent Elements
X			A-E-1. The board adopts and adheres to an ethics policy that includes, as a minimum, an ethical code of behavior based on the Georgia State Model Code of Ethics as per state board rules.		X			A-E-2. The superintendent adheres to the Georgia Professional Standards Commission Code of Ethics for Educators.
X			A-E-3. The board adopts and adheres to a Conflict of Interest policy that includes state law requirements, as outlined in the Georgia State Conflict of Interest Provisions as per state board rules.		X			
<u>Comments:</u>								
These items will be reviewed on an annual basis.								

Assessment Summary Review Form

(check one)

- This assessment review was completed by the Governance Team to determine needs for training requirements. The results of this assessment assist the LBOE to determine the annual training needed addressing the State training requirements and Level I of the GSBA Standards Recognition Program.
- This assessment review was completed by the Internal Standards Recognition Committee and reported to the Governance Team at a board meeting. The board will develop a plan of action to address the committee’s recommendations and submit along with the GSBA application for Standards Recognition Program Level II.
- This assessment review was completed by the GSBA appointed External Standards Recognition Committee and reported to the Governance Team at a board meeting. The board will develop a plan of action to address the committee’s recommendations and submit along with the GSBA application for Standards Recognition Program Level III.

AREA	DOMAIN	RECOMMENDATIONS FOR GOVERNANCE TEAM TRAINING NEEDS OR, RECOMMENDATIONS FROM STANDARDS RECOGNITION COMMITTEE
I	The board of education and superintendent form the governance leadership team of the local school system, and act in a manner that focuses on improving student achievement and organizational effectiveness.	N/A

II	The governance leadership team, in collaboration with the community, adopts and enacts a planning process that results in an adopted system strategic plan designed to improve student achievement and organizational effectiveness.	<p>The Board will engage in specific strategic planning during the summer and include other stakeholders.</p> <p>The Board continues planning for the composition of and the specific training needs for school governance leadership teams.</p> <p>The Board will continue planning for the specific training needs for SGTs.</p>
III	In order to ensure improved student achievement and organizational effectiveness, the governance leadership team creates and sustains healthy community relations; models professional relationships; creates a culture of mutual respect and serves as a public school advocate for effective collaboration and engagement of internal and external stakeholders.	<p>The board allows public comment at Board meetings.</p> <p>The board governance team will establish a means to measure program effectiveness per Advanced Ed recommendation in May, 2017.</p>
IV	The board adopts, revises, and follows written policies in accordance with laws and state board rules that include but are not limited to those that support improved student achievement, fiduciary responsibility, community and stakeholder engagement, organizational effectiveness, and continuous improvement.	N/A

V	In order to conduct official business for the purpose of improving student achievement and organizational effectiveness, the governance leadership team plans and conducts board meetings in accordance with Open Meetings Law and local board policy.	N/A
VI	The Board of Education employs, sets performance expectations for, and evaluates the work of the superintendent; sets personnel policies and approves or denies personnel actions recommended by the superintendent in order for him/her to manage the system workforce to improve student achievement and organizational effectiveness.	The board will align the superintendent's evaluation with the district strategic plan and Charter application.
VII	The board provides guidance to the superintendent and sets sound fiscal policy so that the school system is an effective steward of all resources to support student achievement and organizational effectiveness.	The board will align resources to the strategic plan.
VIII	The governance leadership team conducts themselves, collectively and individually, in an ethical and professional manner.	These items will be reviewed on an annual basis.