Online Board Self-Assessment Survey

School District and Survey Year
anwood-Camano Isla 2022
anwood-Camano Isla 2017
anwood-Camano Isla 2016
anwood-Camano Isla 2012

Since 2011, school boards across our state have participated in the WSSDA Board Self-Assessment, which is based on the five Washington School Board Standards. The report generated by the survey questions is thorough and thought-provoking. Participating boards report that analyzing this data as a team leads to rich and productive discussions.

The data on the following page is organized in a color-coded, horizontal-stacked bar chart that shows your results at the level of the five standards. The explanation for the color code is just above the data chart. Subsequent pages show the data from each question, with the page header showing the standard and benchmark the question relates to.

Analyzing your Results: Looking at Data

Start with the following page, which shows your district's aggregated data for each of the five standards. Identify standards that capture strengths, growth areas and or divergent perspectives, then work through the benchmarks and indicators for those standards.

Here is a simple protocol for your use.

Step 1: What do you see?

- *Describe what you see in the data, identify where it is located to the group. This is not about interpretation at this stage, only what you see.*

- *List the descriptions on chart paper.*

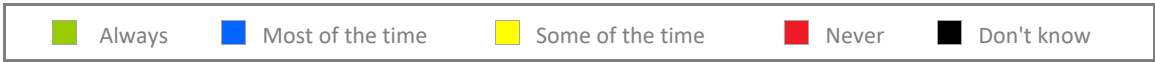### *Step 2: What does the data suggest?*

- *Discuss what the data suggests and try to generate different interpretations. Ask clarifying questions of one another to increase clarity and understanding of one another's perspectives.*

- *List responses on the chart paper.*

Step 3: Identify goal areas from the lists generated.
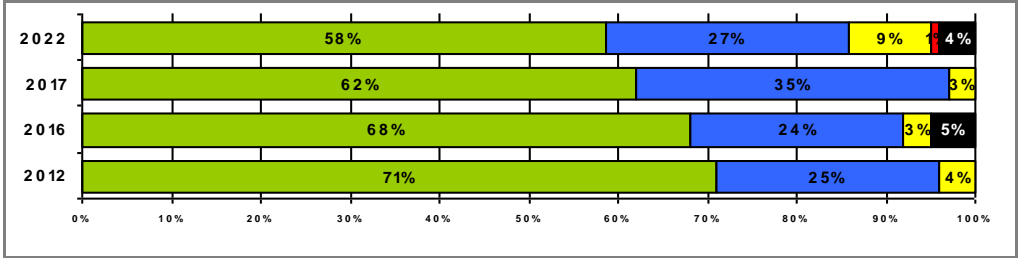
Step 4: Build two to three goals using the SMART goal framework.

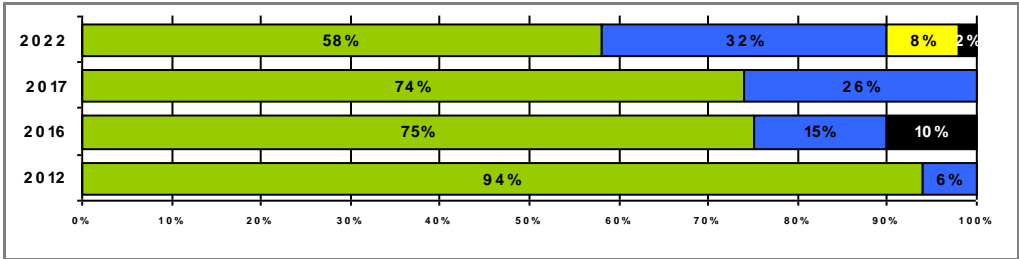- *Specific, Measurable, Achievable, Relevant and Time bound*
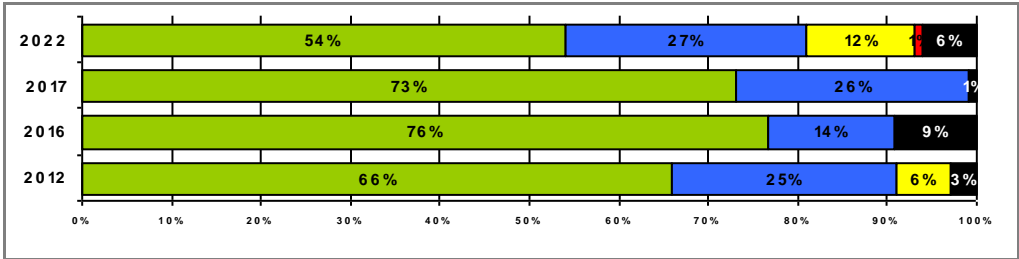
Framework for Governance: Aggregate Data

Legend: ■ Always ■ Most of the time ■ Some of the time ■ Never ■ Don't know

Standard 1: Provide responsible school district governance

Year	Always	Most of the time	Some of the time	Never	Don't know
2022	58%	27%	9%	1%	4%
2017	62%	35%			3%
2016	68%	24%	3%		5%
2012	71%	25%	4%		

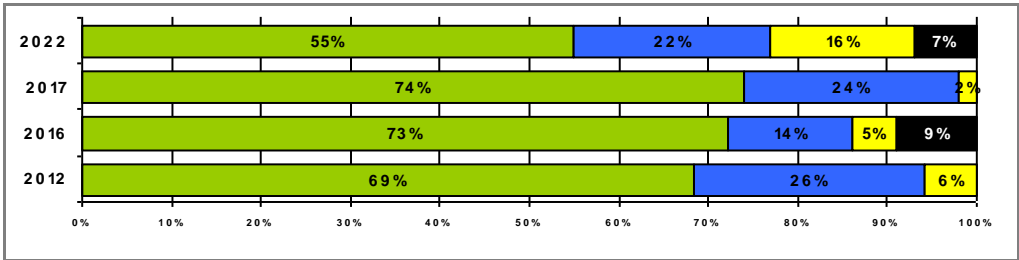## Standard 2: Set and communicate high expectations for student learning with clear goals and plans for meeting those expectations

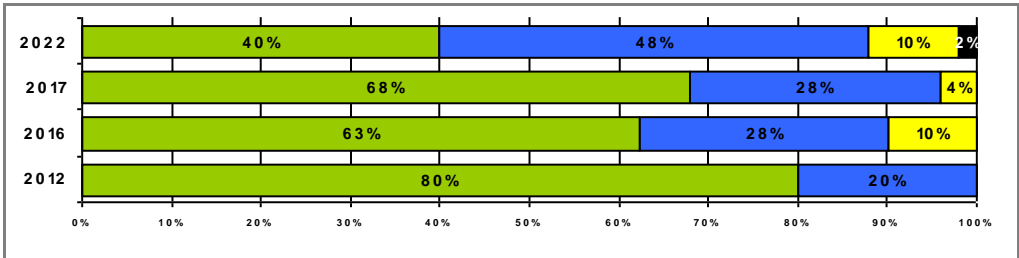| Year	Always	Most of the time	Some of the time	Never	Don't know
2022	58%	32%	8%		2%
2017	74%	26%			
2016	75%	15%			10%
2012	94%	6%			

Standard 3: Create conditions district-wide for student and staff success

Year	Always	Most of the time	Some of the time	Never	Don't know
2022	54%	27%	12%	1%	6%
2017	73%	26%			1%
2016	76%	14%			9%
2012	66%	25%	6%		3%

Standard 4: Hold school district accountable for meeting student learning expectations

Year	Always	Most of the time	Some of the time	Never	Don't know
2022	55%	22%	16%		7%
2017	74%	24%			2%
2016	73%	14%	5%		9%
2012	69%	26%	6%		

Standard 5: Engage local community and represent the values and expectations they hold for their schools

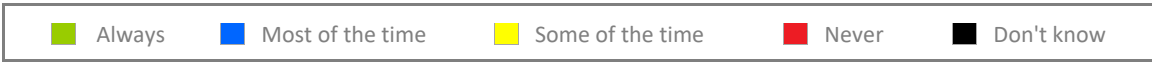| Year	Always	Most of the time	Some of the time	Never	Don't know
2022	40%	48%	10%		2%
2017	68%	28%	4%		
2016	63%	28%	10%		
2012	80%	20%			

Standard 1

Provide responsible school district governance by:

Benchmark of Success A	*Conducting board and district business in a fair, respectful and responsible manner.*

■ Always   ■ Most of the time   ■ Some of the time   ■ Never   ■ Don't know
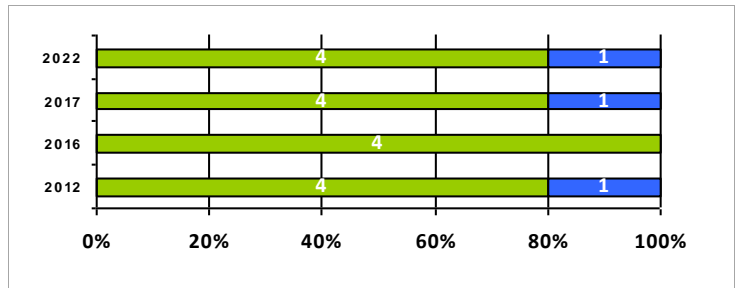
To what extent does our board:

Q 4   Base its decisions on what is best for students' success?
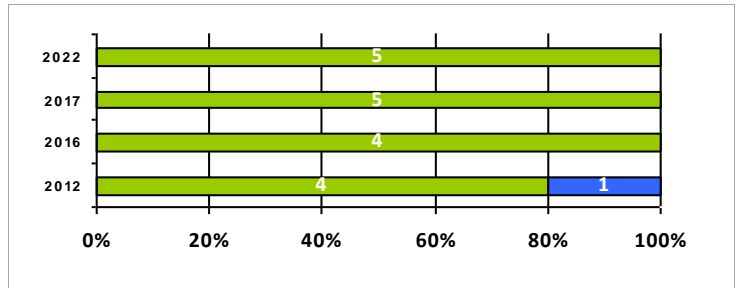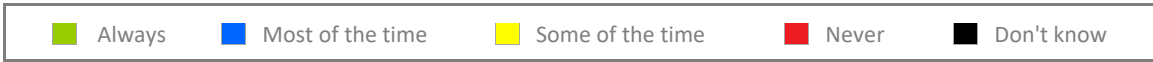

Q 5   Commit to a clear and shared purpose?
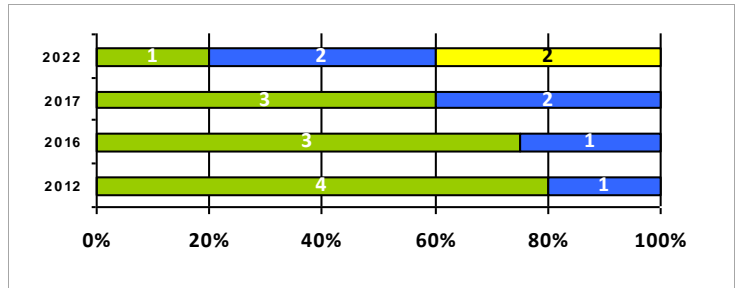

Notes:

Standard 1

Provide responsible school district governance by:

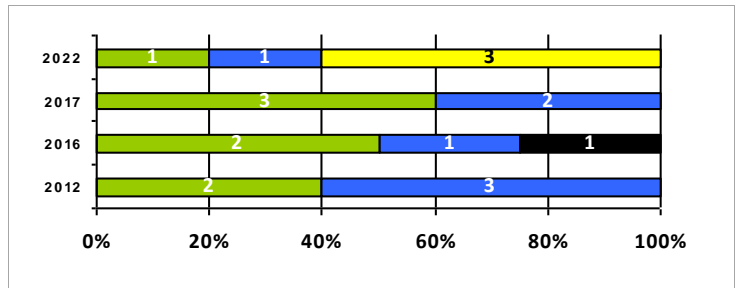| Benchmark of Success B	Ensuring the board is accountable and open to the public including seeking divergent perspectives in its decision making process.

Legend: ■ Always ■ Most of the time ■ Some of the time ■ Never ■ Don't know

To what extent does our board:

Q 6 Provide information to the public that supports board discussions and decisions?

Year	Always	Most of the time	Some of the time
2022	1	2	2
2017	3	2	
2016	3	1	
2012	4	1	

Q 7 Follow a defined process for gathering input prior to making critical decisions?

Year	Always	Most of the time	Some of the time	Don't know
2022	1	1	3	
2017	3	2		
2016	2	1		1
2012	2	3		

Notes:

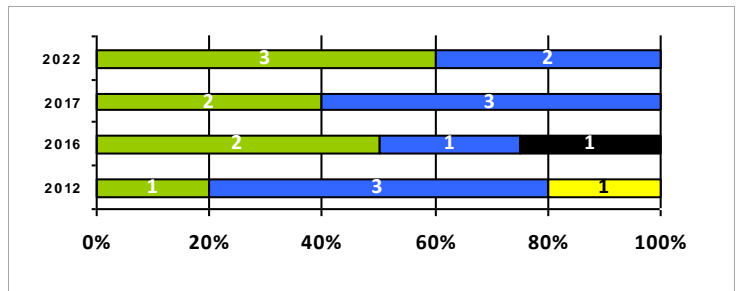## Standard 1 — *Provide responsible school district governance by:*

Q 8   Carry out annual assessments of its performance?

| Year					
2022	1	2	1	1	
2017	1	4			
2016	3	1			
2012	2	1	2		
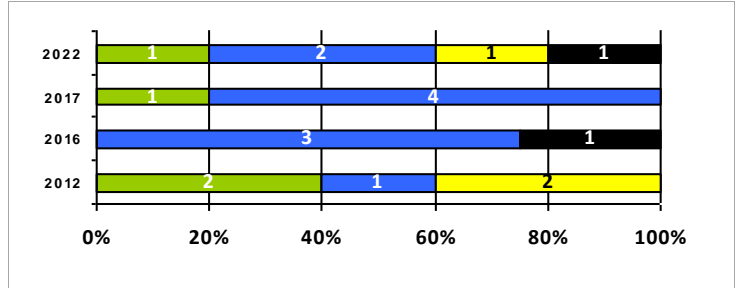
Q 9   Set goals for its improvement?

Year				
2022	3	2		
2017	2	3		
2016	2	1	1	
2012	1	3	1	

Notes:

Standard 1

Provide responsible school district governance by:

Benchmark of Success C	Respecting and advocating mutual understanding of the roles and responsibilities of board members and the superintendent.

🟩 Always   🟦 Most of the time   🟨 Some of the time   🟥 Never   ⬛ Don't know
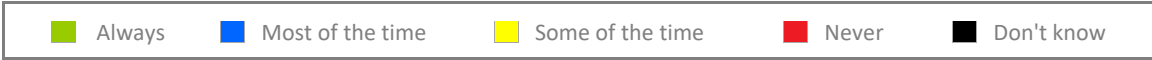
To what extent does our board:

Q 10   Delegate authority to the superintendent to manage district operations and implement policy?

Year	
2022	4 / 1
2017	5
2016	4
2012	5
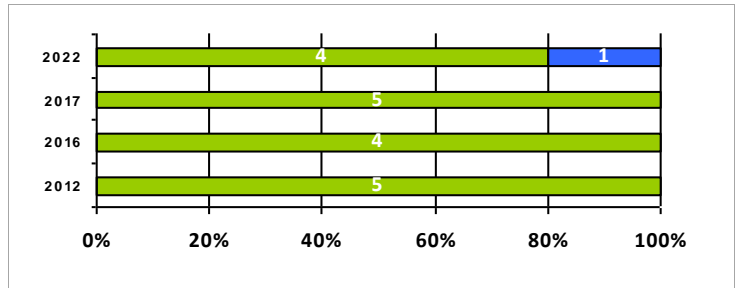
Q 11   Honor the roles and responsibilities of the superintendent?

Year	
2022	5
2017	5
2016	4
2012	5
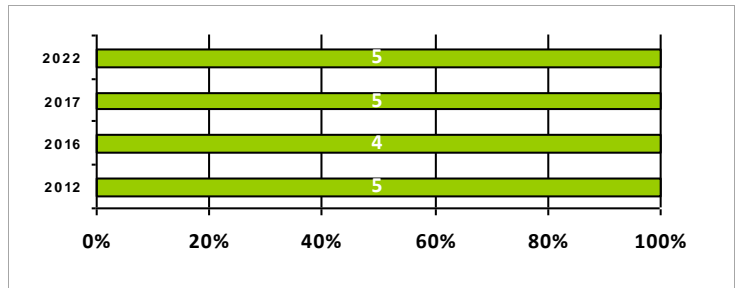
Notes:

Standard 1

Provide responsible school district governance by:

Q 12   Use written protocols for its interactions?
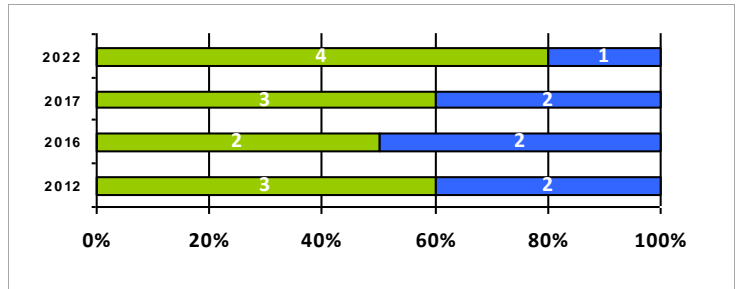
Notes:

Standard 1

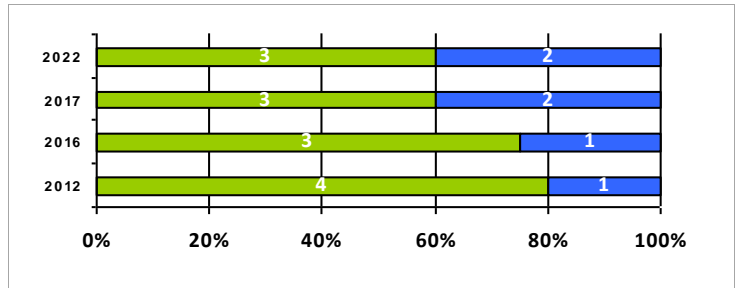### Provide responsible school district governance by:

| Benchmark of Success D	Adopting policies based on well-researched practices that emphasize a belief that all students can achieve at high levels and that support continuous improvement of student achievement.

Legend: ■ Always ■ Most of the time ■ Some of the time ■ Never ■ Don't know
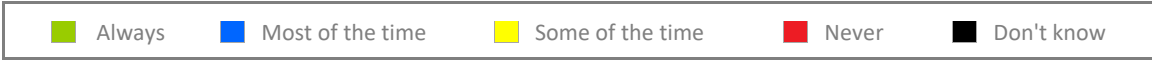
To what extent does our board:

Q 13 Govern using policies that align with research-based best practices?

Q 14 Focus policy decisions on what is necessary for all students to achieve at high levels?
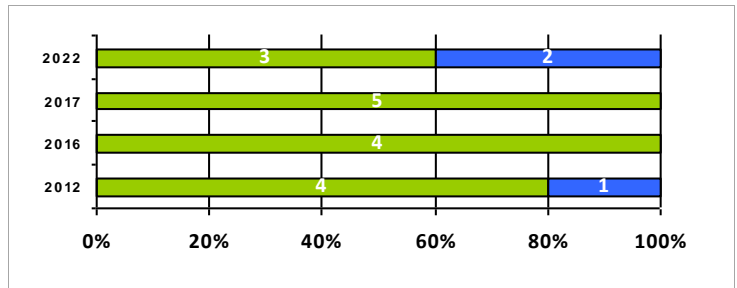
Notes:

Standard 1   *Provide responsible school district governance by:*

Q 15   Collaborate with colleagues across the region, state, or nation regarding current and emerging trends, issues, and policy solutions?
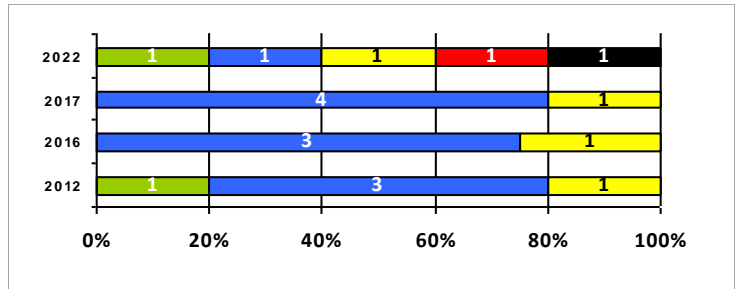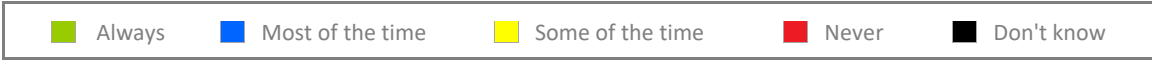
Year		
2022	1, 1, 1, 1, 1	
2017	4, 1	
2016	3, 1	
2012	1, 3, 1	

Notes:

Standard 1

Provide responsible school district governance by:

Benchmark of Success E | *Promoting healthy relationships by communicating supportively, inspiring, motivating and empowering others, and exercising influence in a positive manner.*
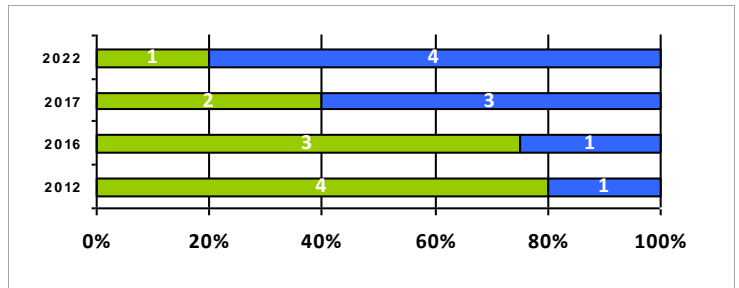
| ■ Always | ■ Most of the time | ■ Some of the time | ■ Never | ■ Don't know |

To what extent does our board:

Q 16 Provide an opportunity for stakeholders, such as staff, students, parents, and community members, to make presentations to the board?

	Always	Most of the time
2022	4	1
2017	4	1
2016	4	
2012	4	1
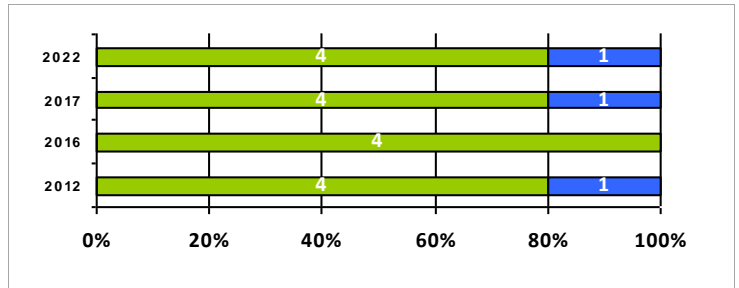
Q 17 Promote continuous improvement throughout the organization?

	Always	Most of the time
2022	1	4
2017	2	3
2016	3	1
2012	4	1

Notes:

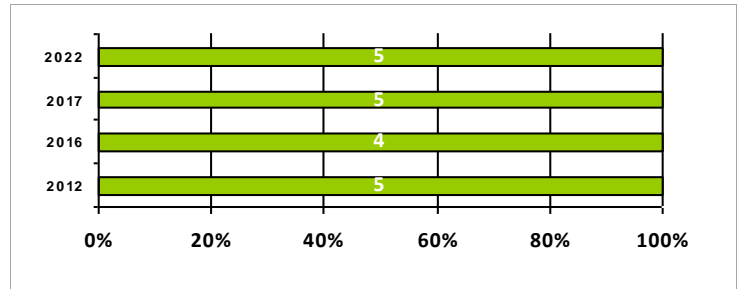## Standard 1

Provide responsible school district governance by:

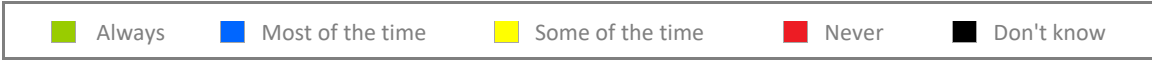Q 18 Treat all individuals, including fellow board members, staff, students, and community members, with respect?

Notes:

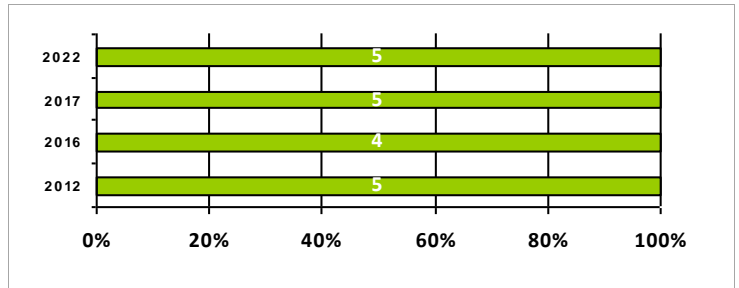# *Standard 1*   *Provide responsible school district governance by:*

Benchmark of Success F   *Working as an effective and collaborative team.*

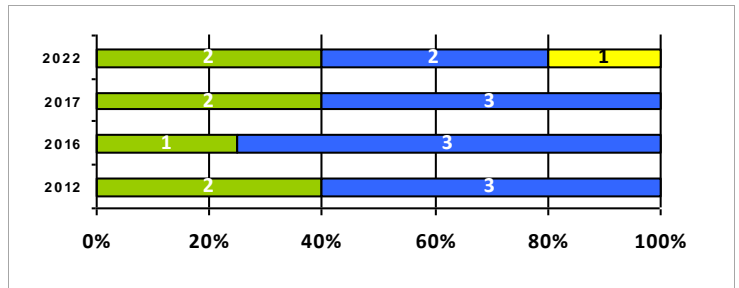| ■ Always	■ Most of the time	■ Some of the time	■ Never	■ Don't know

To what extent does our board:

Q 19 Work with the superintendent to achieve mutual trust and commitment?

Q 20 Pursue professional development to improve board members' knowledge and skills by attending conferences, holding study sessions, etc.?
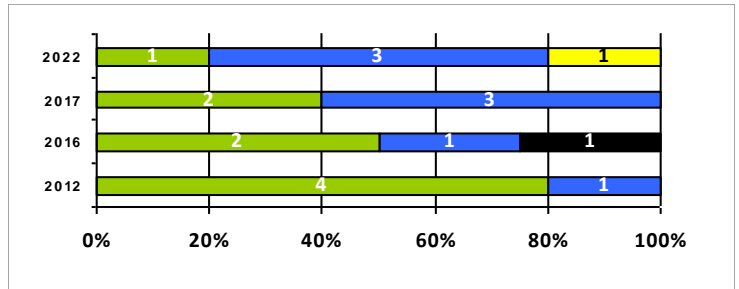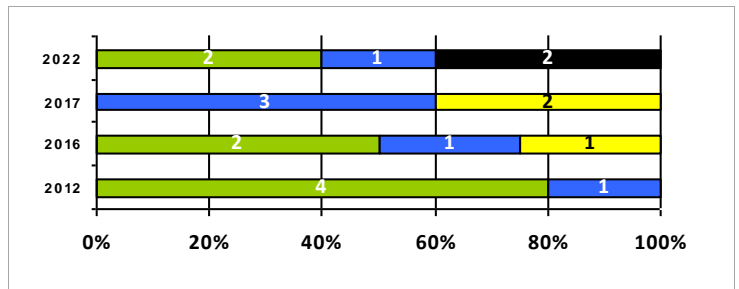

Notes:

Standard 1   *Provide responsible school district governance by:*

Q 21   Use collaborative processes that result in well-informed problem-solving and decision-making?

Year				
2022	1	3	1	
2017	2	3		
2016	2	1	1	
2012	4	1		

Q 22   Together with the superintendent, share responsibility for the orientation of new board members and forming a new inclusive team?
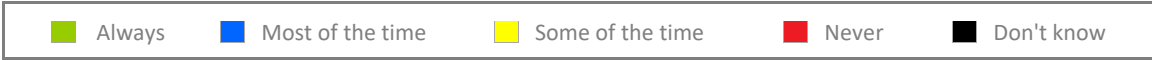
Year				
2022	2	1	2	
2017	3	2		
2016	2	1	1	
2012	4	1		

Notes:

Standard 2 — *Set and communicate high expectations for student learning with clear goals and plans for meeting those expectations by:*

| **Benchmark of Success A**	*Articulating the conviction that all students can learn and the belief that student learning can improve regardless of existing circumstances or resources*

🟩 Always 🟦 Most of the time 🟨 Some of the time 🟥 Never ⬛ Don't know

To what extent does our board:

**Q 23** Through policies and actions, express our belief that all students can learn?

Year	Always	Most of the time
2022	5	
2017	4	1
2016	4	
2012	5	
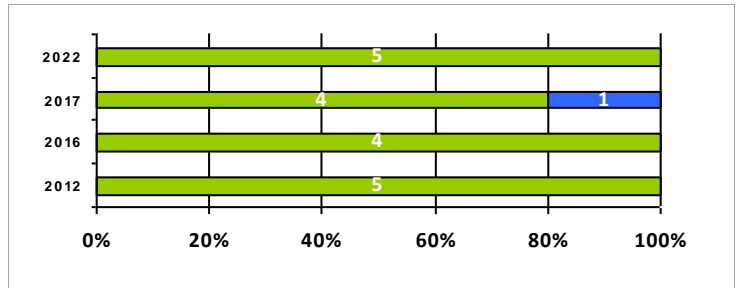
Q 24 Through policies and actions, communicate high expectations for all students?
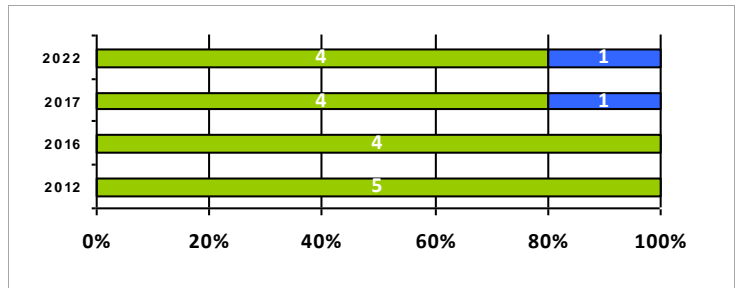
Year	Always	Most of the time
2022	4	1
2017	4	1
2016	4	
2012	5	

Notes:

Standard 2 — *Set and communicate high expectations for student learning with clear goals and plans for meeting those expectations by:*

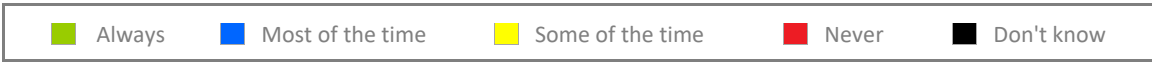Q 25 Foster a culture of collaboration around the shared purpose of improving student achievement?
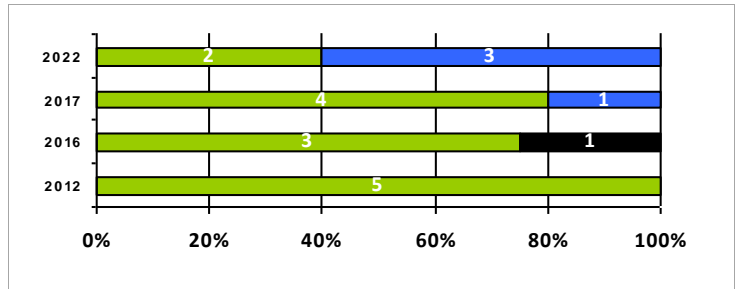
Standard 2 — *Set and communicate high expectations for student learning with clear goals and plans for meeting those expectations by:*
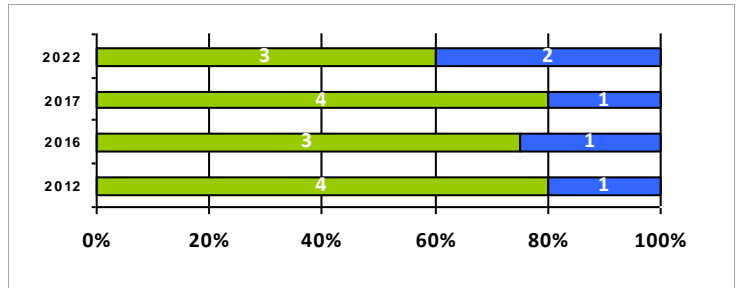
Benchmark of Success B — *Leading the development, articulation and stewardship of a vision of learning that is shared and supported by schools and community.*
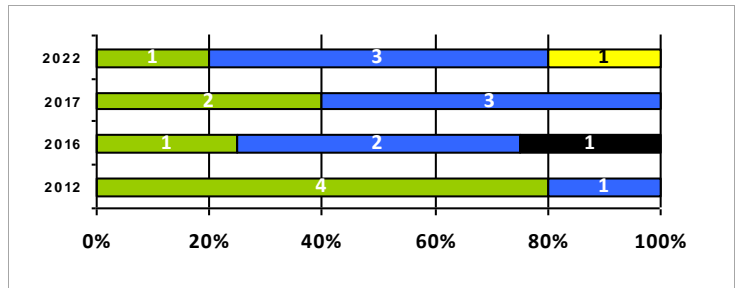
Always	Most of the time	Some of the time	Never	Don't know

To what extent does our board:

Q 26 Include stakeholders when developing and revising the district's vision?

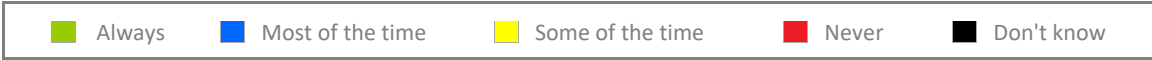**Q 27** Communicate its rationale for decisions to the community?

Notes:

Standard 2 — *Set and communicate high expectations for student learning with clear goals and plans for meeting those expectations by:*

Benchmark of Success C	*Adopting a collaboratively developed district plan focused on learning and achievement outcomes for all students.*

Legend: ■ Always ■ Most of the time ■ Some of the time ■ Never ■ Don't know
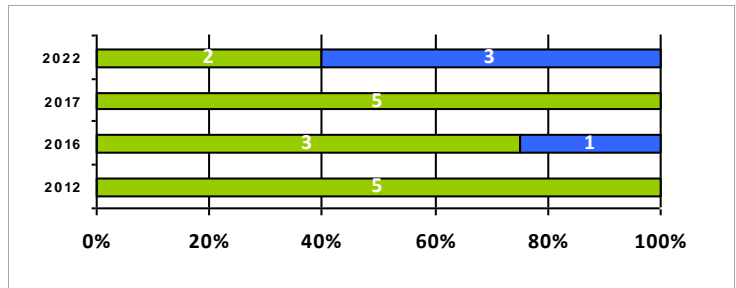
To what extent does our board:

Q 28 In collaboration with staff and the community, formulate and maintain a district plan with goals and outcomes?

Year	Always	Most of the time	Don't know
2022	2	3	
2017	2	3	
2016	2	1	1
2012	4	1	
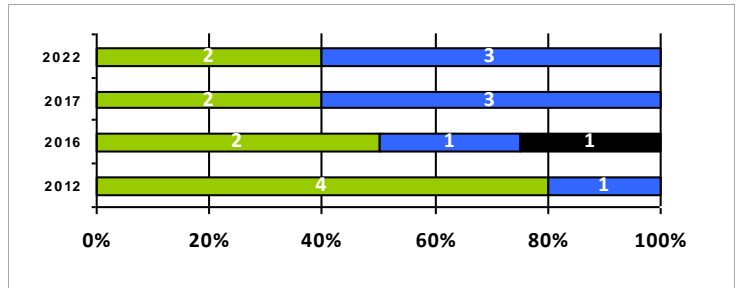
Q 29 Base its ongoing work, such as policy development, decision-making, and budgeting, on the district goals?

Year	Always	Most of the time
2022	2	3
2017	5	
2016	3	1
2012	5	

Notes:

Standard 2 — *Set and communicate high expectations for student learning with clear goals and plans for meeting those expectations by:*

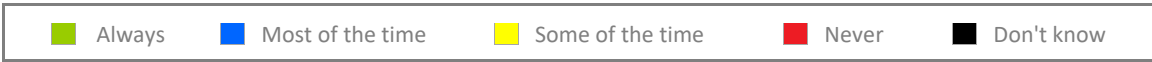Q 30   Continually monitor progress toward the goals and outcomes of the district plan?
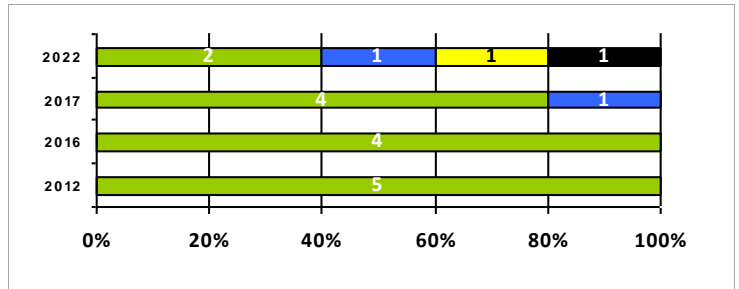
	0%	20%	40%	60%	80%	100%
2022	2		1	1	1	
2017	4				1	
2016	4					
2012	5					

Notes:

Standard 2 — *Set and communicate high expectations for student learning with clear goals and plans for meeting those expectations by:*
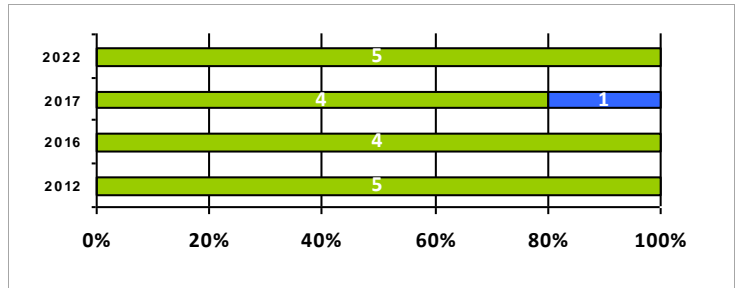
Benchmark of Success D	*Ensuring non-negotiable goals for student achievement are established and aligned to the district's plan.*

Legend: ■ Always ■ Most of the time ■ Some of the time ■ Never ■ Don't know

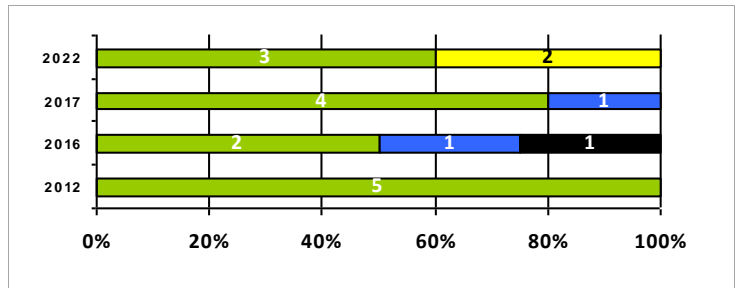### To what extent does our board:

Q 31 Together with the superintendent agree that high expectations for all students is the highest priority?

2022	Always: 5
2017	Always: 4, Most of the time: 1
2016	Always: 4
2012	Always: 5

Q 32 Together with the superintendent review student achievement regularly?

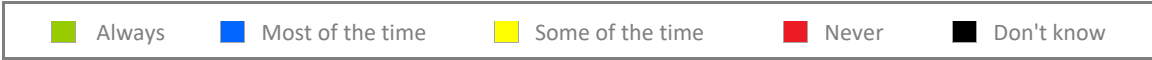|	
2022	Always: 3, Some of the time: 2
2017	Always: 4, Most of the time: 1
2016	Always: 2, Most of the time: 1, Don't know: 1
2012	Always: 5

Notes:

Standard 3 — *Create conditions district-wide for student and staff success by:*

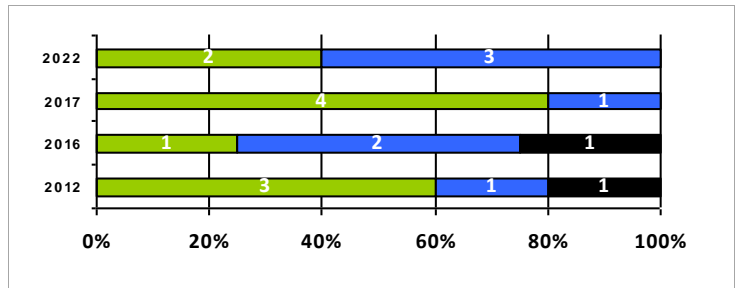| **Benchmark of Success A**	*Providing for the safety and security of all students and staff.*

🟩 Always   🟦 Most of the time   🟨 Some of the time   🟥 Never   ⬛ Don't know

To what extent does our board:

Q 33 Ensure that facilities comply with current health, safety, security, and accessibility standards?

Year	Always	Most of the time	Don't know
2022	1	3	1
2017	3	1	1
2016	2		2
2012	2	3	
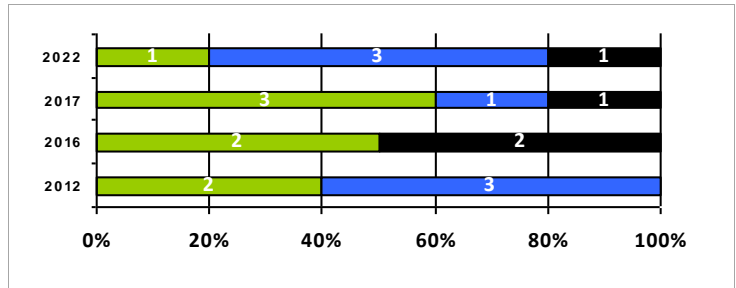
Q 34 Have policies that require regular evaluation and management of safety and security risks?

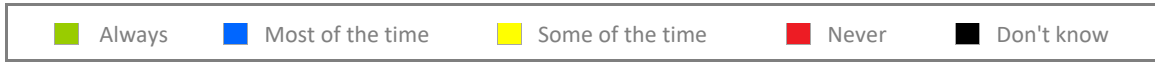| Year	Always	Most of the time	Don't know
2022	2	3	
2017	4	1	
2016	1	2	1
2012	3	1	1

Notes:

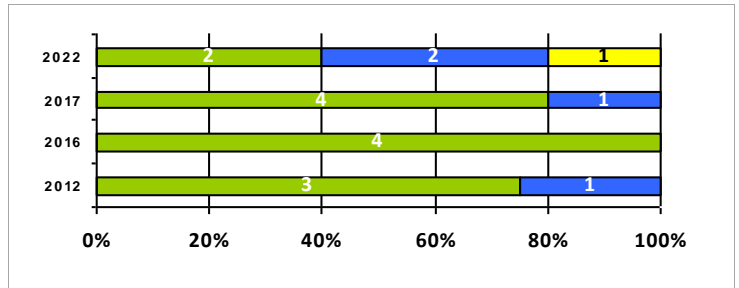## *Standard 3* — *Create conditions district-wide for student and staff success by:*

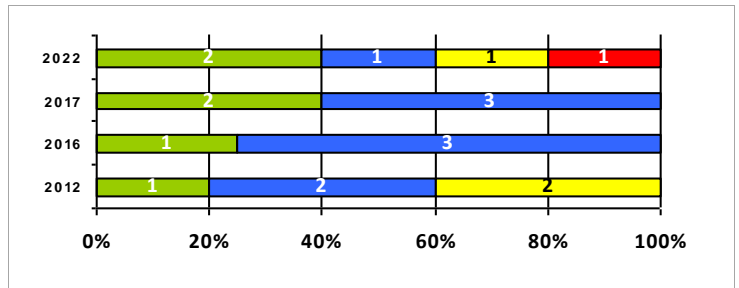| *Benchmark of Success B*	*Employing and supporting quality teachers, administrators and other staff and providing for their professional development.*

Legend: ■ Always ■ Most of the time ■ Some of the time ■ Never ■ Don't know

To what extent does our board:

Q 35 Have policies that ensure hiring and retention of highly qualified staff?

Year	Data
2022	Always 2, Most of the time 2, Some of the time 1
2017	Always 4, Most of the time 1
2016	Always 4
2012	Always 3, Most of the time 1

Q 36 Have policies for evaluating staff based on student success?

Year	Data
2022	Always 2, Most of the time 1, Some of the time 1, Never 1
2017	Always 2, Most of the time 3
2016	Always 1, Most of the time 3
2012	Always 1, Most of the time 2, Some of the time 2

Notes:

Standard 3

Create conditions district-wide for student and staff success by:

Q 37   Have policies that support research-based, best practices for staff development?
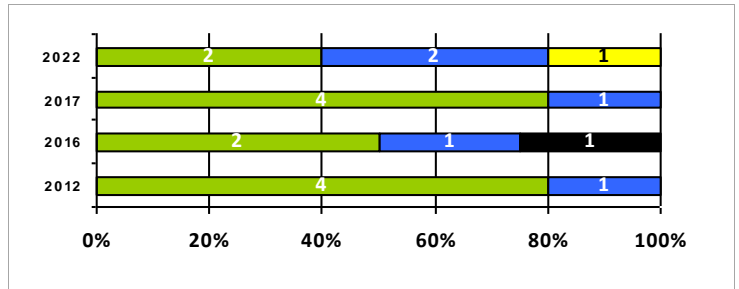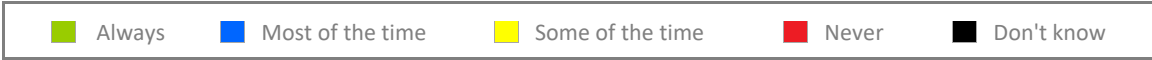
Year					
2022	2	2	1		
2017	4	1			
2016	2	1	1		
2012	4	1			

Notes:

Standard 3   *Create conditions district-wide for student and staff success by:*

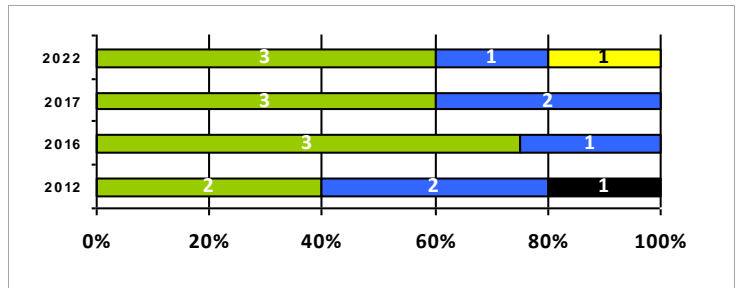| **Benchmark of Success C**	*Providing for learning essentials, including rigorous curriculum, technology and high quality facilities.*

<div>

🟩 Always   🟦 Most of the time   🟨 Some of the time   🟥 Never   ⬛ Don't know

</div>

To what extent does our board:

Q 38   Have an established course of study for students and graduation requirements that align with high expectations for student achievement?

Year		
2022	4 (Always)	1 (Most of the time)
2017	5 (Always)	
2016	4 (Always)	
2012	3 (Always)	1 (Most of the time)
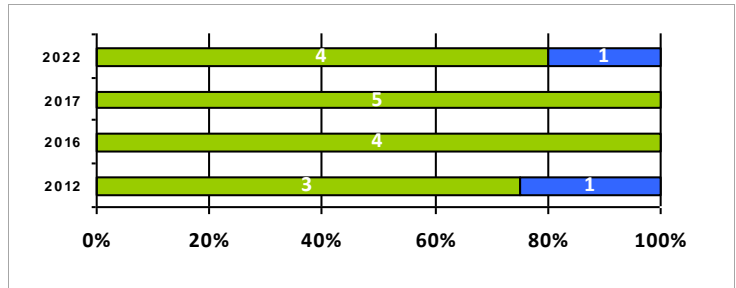
Q 39   Have policies that ensure students receive the curriculum, support and supplemental materials necessary for high achievement?

| Year			
2022	3 (Always)	1 (Most of the time)	1 (Some of the time)
2017	3 (Always)	2 (Most of the time)	
2016	3 (Always)	1 (Most of the time)	
2012	2 (Always)	2 (Most of the time)	1 (Don't know)

Notes:

Standard 3   *Create conditions district-wide for student and staff success by:*

Q 40   Adopt a budget that supports quality staff development and resources for curriculum implementation?

Year	Green	Blue	Yellow	Black
2022	3	1	1	
2017	2	3		
2016	3	1		
2012	2	2	1	
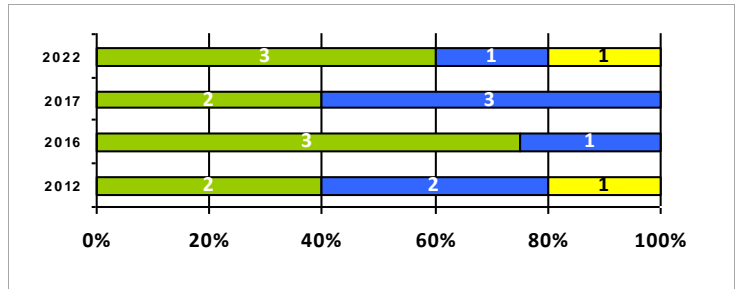
Q 41   Have a process that includes community and parent involvement in selecting curriculum?

Year	Green	Blue	Black
2022	2	2	1
2017	3	2	
2016	3		1
2012	4	1	
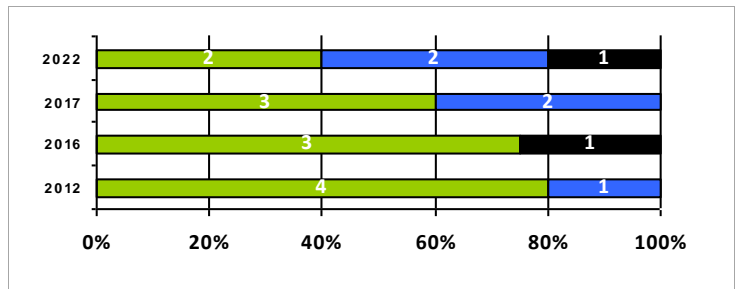
Q 42   Have policies that require rigorous and regular evaluation of curriculum and supplemental materials to ensure they align with state and district standards?
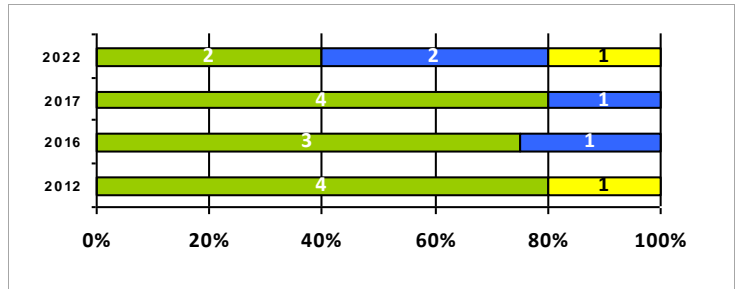
Year	Green	Blue	Yellow	Black
2022	1	1	2	1
2017	4	1		
2016	4			
2012	3	1		1
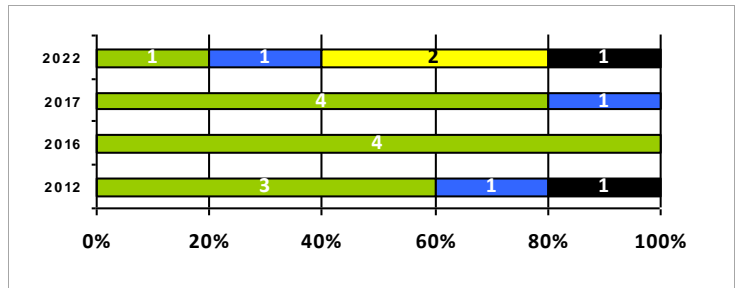
Notes:

Standard 3 · *Create conditions district-wide for student and staff success by:*

Q 43 Have a process in place to support evaluation and updating of technology?
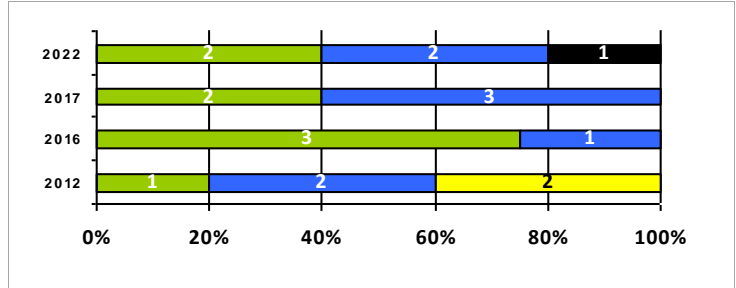
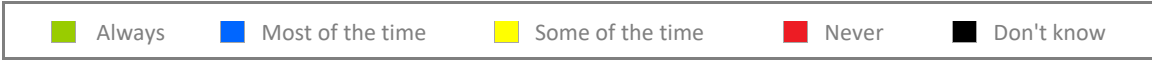**Q 44** Have a long-term facilities plan in place for construction and maintenance?

Notes:

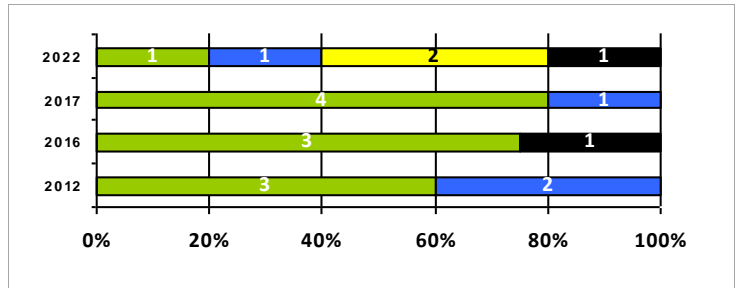## Standard 3   *Create conditions district-wide for student and staff success by:*

Benchmark of Success D	*Ensuring management of the organization, operations, and resources for an efficient and effective learning environment.*

🟩 Always   🟦 Most of the time   🟨 Some of the time   🟥 Never   ⬛ Don't know

To what extent does our board:

Q 45 Communicate an expectation that all classrooms will implement effective instructional practices?

Year	Always	Most of the time	Some of the time	Don't know
2022	1	1	2	1
2017	4	1		
2016	3			1
2012	3	2		

Q 46 Provide for evaluation of district operations to ensure there is an efficient and effective learning environment?
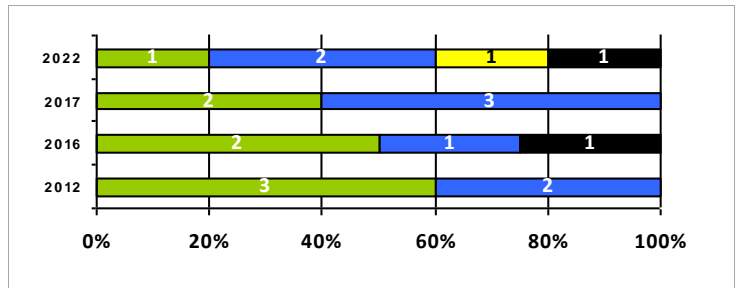
Year	Always	Most of the time	Some of the time	Don't know
2022	1	2	1	1
2017	2	3		
2016	2	1		1
2012	3	2		

Notes:

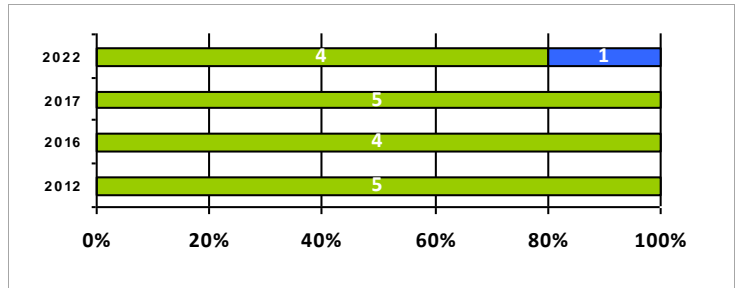## Standard 3 — *Create conditions district-wide for student and staff success by:*

Benchmark of Success E — *Adopting and monitoring an annual budget that allocates resources based on the district's vision, goals and priorities for student learning.*
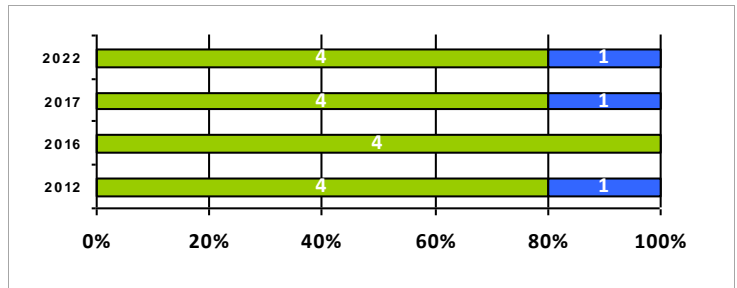
Legend: ■ Always ■ Most of the time ■ Some of the time ■ Never ■ Don't know
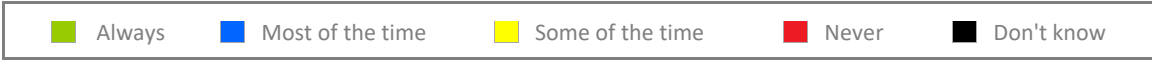
To what extent does our board:

Q 47 Keep the community informed about the district's financial status?

Year		
2022	4	1
2017	5	
2016	4	
2012	5	

0% – 100%

Q 48 Seek public input during the budget process?

Year		
2022	4	1
2017	4	1
2016	4	
2012	4	1

0% – 100%

Notes:

## Standard 3   *Create conditions district-wide for student and staff success by:*

Q 49   Provide guidelines for budget development, including a clearly defined expectation for a reasonable ending fund balance?

Year	Value
2022	5
2017	4, 1
2016	4
2012	5
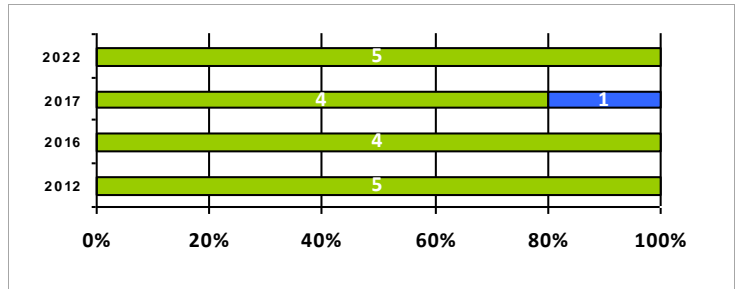
Q 50   Adopt a fiscally responsible annual budget that is aligned with the district's vision and plan?

Year	Value
2022	5
2017	5
2016	4
2012	4, 1
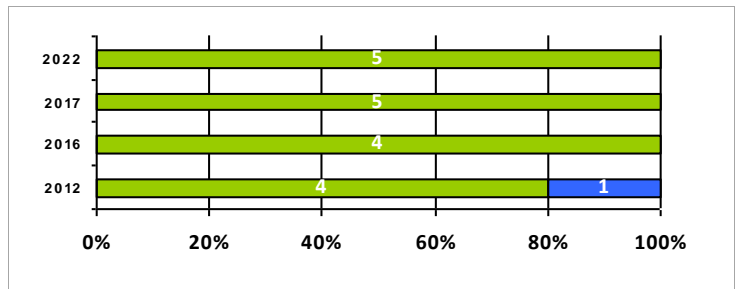
Q 51   Regularly monitor the budget and fiscal status of the district?
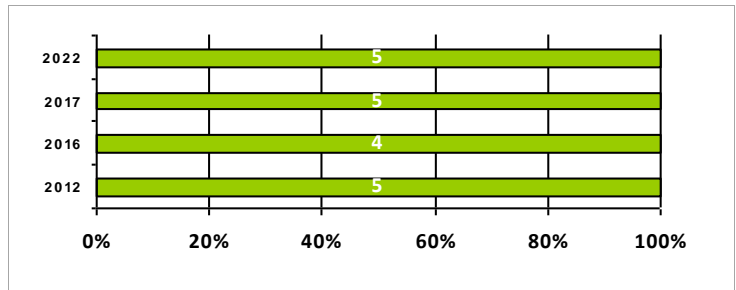
Year	Value
2022	5
2017	5
2016	4
2012	5

Notes:

Standard 4 — Hold school district accountable for meeting student learning expectations by:

| **Benchmark of Success A**	*Committing to continuous improvement in student achievement at each school and throughout the district.*

Legend: ■ Always ■ Most of the time ■ Some of the time ■ Never ■ Don't know

To what extent does our board:

Q 52 Follow a schedule for the timely review of the district plan?

Year	Always	Most of the time	Some of the time
2022	4		1
2017	4	1	
2016	4		
2012	5		
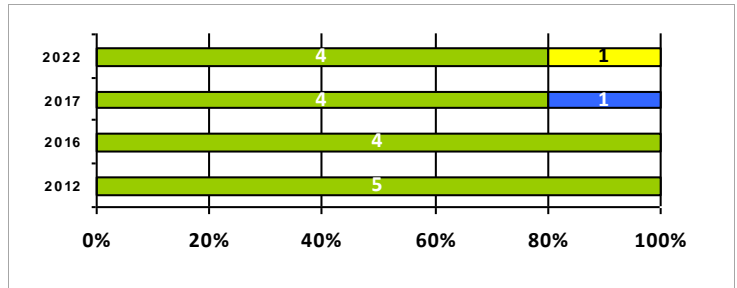
Q 53 Ensure a high degree of coherence between the district plan and school improvement plans?
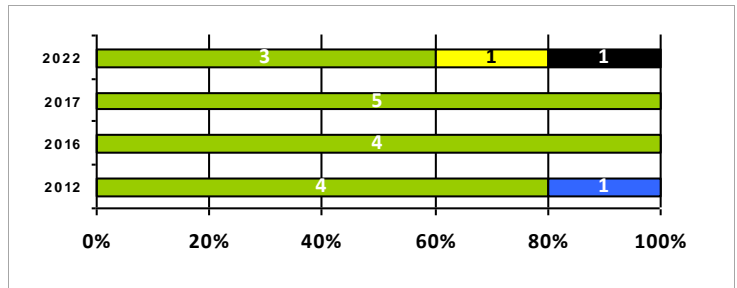
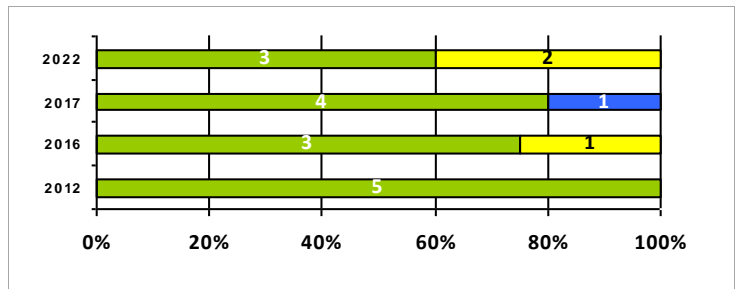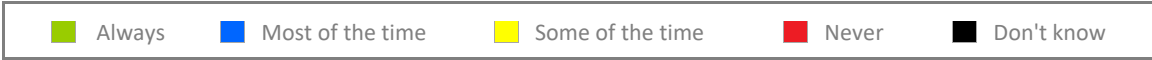| Year	Always	Most of the time	Some of the time	Don't know
2022	3		1	1
2017	5			
2016	4			
2012	4	1		

Notes:

Standard 4   *Hold school district accountable for meeting student learning expectations by:*

Q54 Annually review and make recommendations to the district plan and school improvement plans?

Year	Chart
2022	green 3, yellow 1, black 1
2017	green 4, blue 1
2016	green 3, yellow 1
2012	green 5

(0% — 20% — 40% — 60% — 80% — 100%)
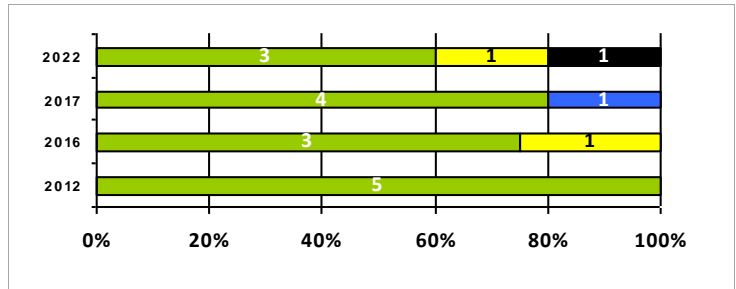
Q55 Publicly recognize the efforts of schools in improving student learning?

Year	Chart
2022	green 3, yellow 2
2017	green 4, blue 1
2016	green 3, yellow 1
2012	green 5

(0% — 20% — 40% — 60% — 80% — 100%)

Notes:

| **Standard 4** | **Hold school district accountable for meeting student learning expectations by:** |

| **Benchmark of Success B** | *Evaluating the superintendent on clear and focused expectations.* |

🟩 Always 🟦 Most of the time 🟨 Some of the time 🟥 Never ⬛ Don't know

To what extent does our board:

**Q56** Have written goals for the superintendent that focus on specific outcomes for student learning?
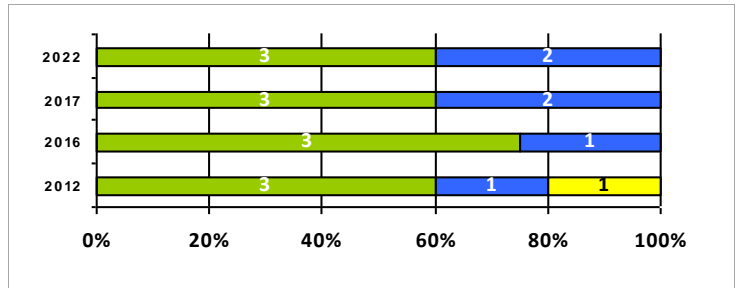
Q57 Communicate performance expectations for the superintendent to our community?
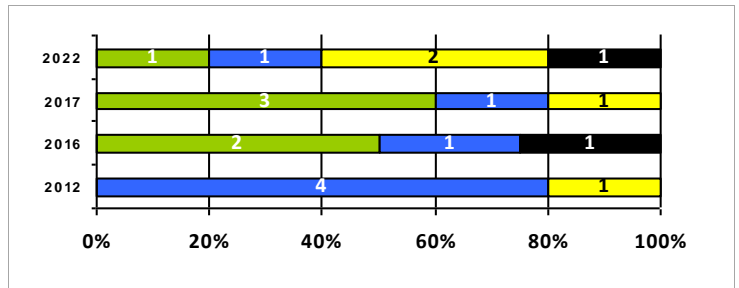
Notes:

Standard 4   *Hold school district accountable for meeting student learning expectations by:*

Q 58   Base decisions about the superintendent's contract on objective evaluation of his or her performance and achievement of agreed upon goals?
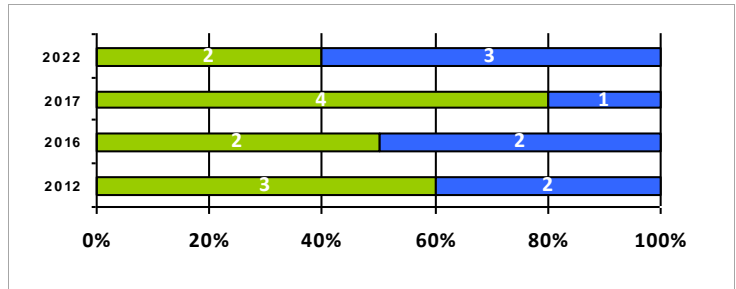
Year	Green	Blue
2022	2	3
2017	4	1
2016	2	2
2012	3	2

(Horizontal axis: 0%, 20%, 40%, 60%, 80%, 100%)

Notes:

Standard 4 — *Hold school district accountable for meeting student learning expectations by:*

Benchmark of Success C — *Measuring student academic progress and needs based on valid and reliable assessments.*

■ Always	■ Most of the time	□ Some of the time	■ Never	■ Don't know

To what extent does our board:

**Q 59** Require the effective use of data throughout the system to monitor student achievement and district performance?
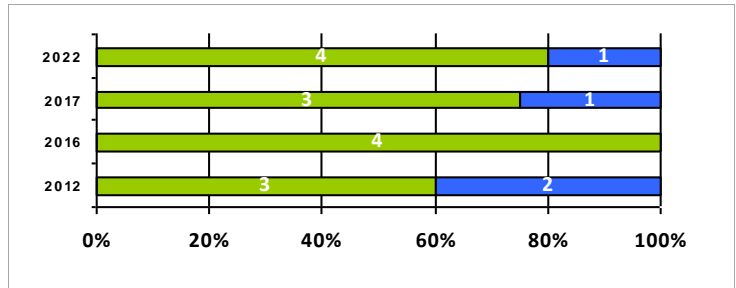
Q 60 Regularly review and understand the criteria, assessment tools, and methods that measure student achievement and district performance?
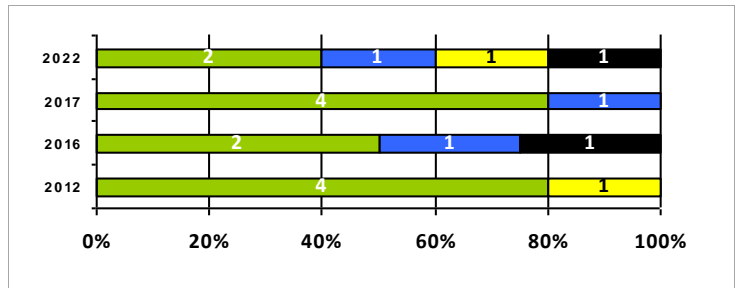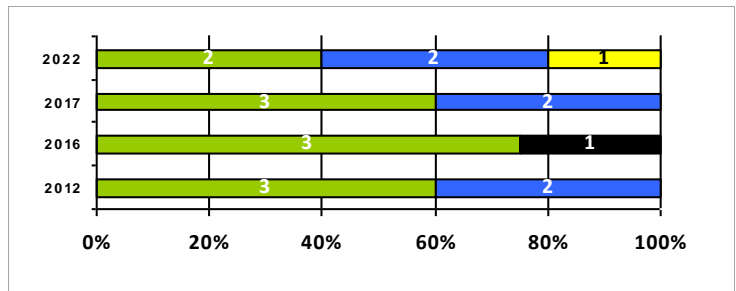

Notes:

Standard 4 — *Hold school district accountable for meeting student learning expectations by:*

Q 61 Regularly review data, including disaggregated student achievement data, to measure progress toward district goals?
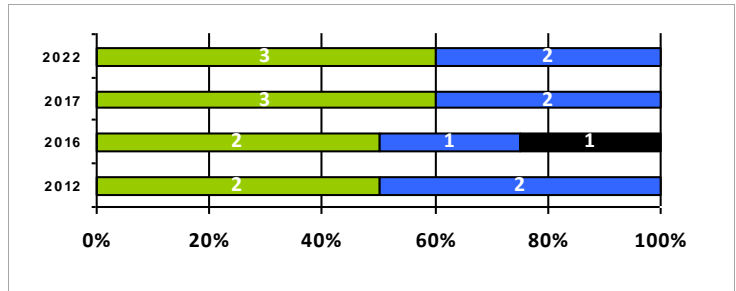
Q 62 Regularly evaluate and adjust resources and strategies for closing achievement gaps to maximize their effectiveness?
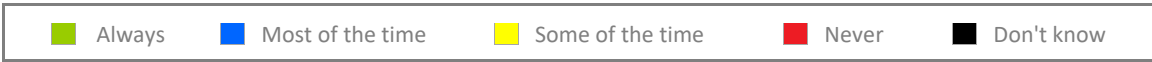

Notes:

Standard 5 *Engage local community and represent the values and expectations they hold for their schools by:*
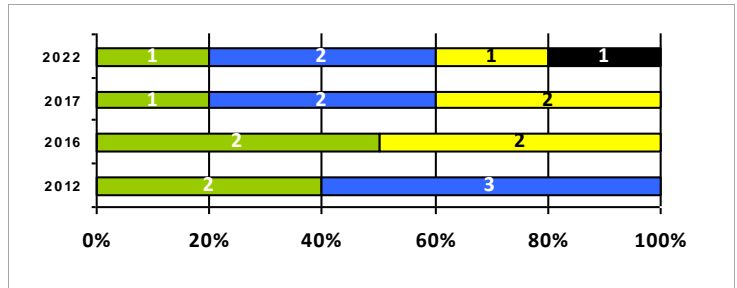
| Benchmark of Success A	*Collaborating with families and community members, responding to diverse interests and needs, and mobilizing community resources.*

🟩 Always   🟦 Most of the time   🟨 Some of the time   🟥 Never   ⬛ Don't know

To what extent does our board:

Q 63   Advocate at the local, state and federal levels on behalf of students and the district?
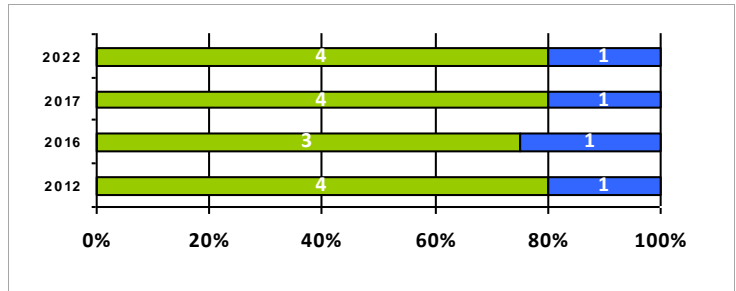

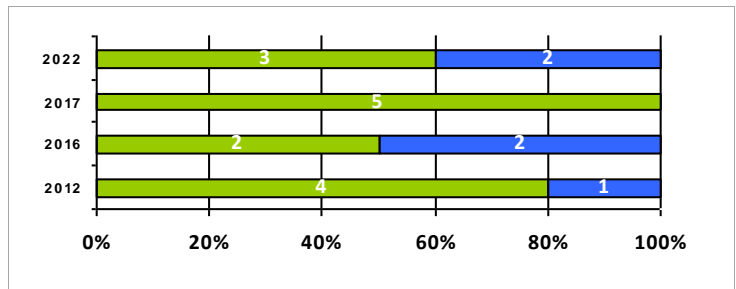Q 64   Model cultural, racial, and ethnic understanding and sensitivity?
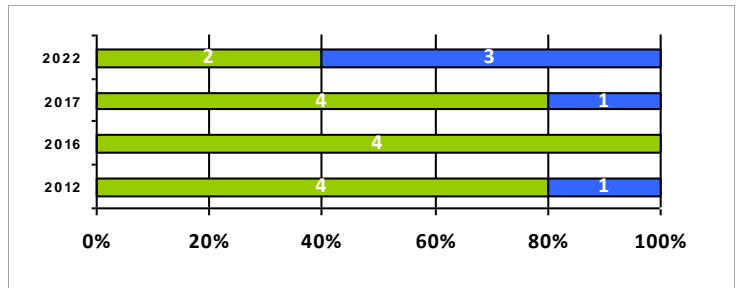
Notes:

Standard 5 — *Engage local community and represent the values and expectations they hold for their schools by:*

Q 65 Establish policies and partnerships that promote and expand educational opportunities for all students?

2022	4 / 1
2017	4 / 1
2016	3 / 1
2012	4 / 1

(0% – 100%)

Q 66 Follow an effective process for responding to questions, concerns, comments, or feedback from citizens?

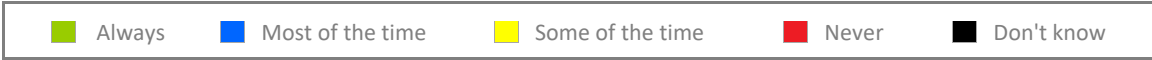|	
2022	3 / 2
2017	5
2016	2 / 2
2012	4 / 1

(0% – 100%)

Notes:

Standard 5   *Engage local community and represent the values and expectations they hold for their schools by:*

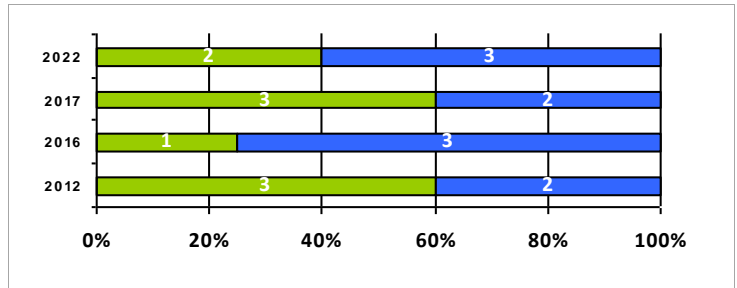| Benchmark of Success B	*Ensuring school board and district transparency through a process that is open and accountable.*

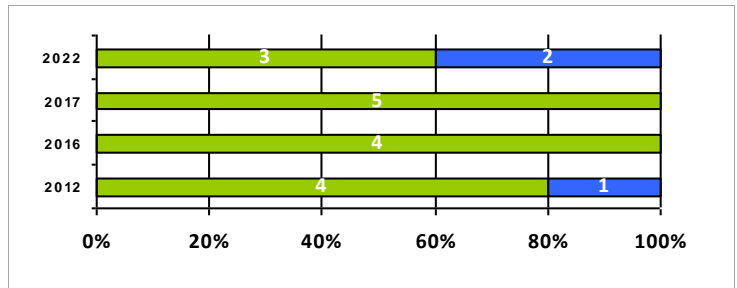🟩 Always   🟦 Most of the time   🟨 Some of the time   🟥 Never   ⬛ Don't know

To what extent does our board:

Q 67   Ensure the public is well informed of the board's roles and responsibilities?

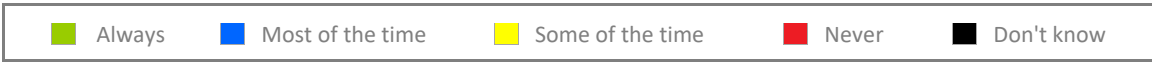Q 68   Conduct its business in a transparent and accountable manner?

Notes:

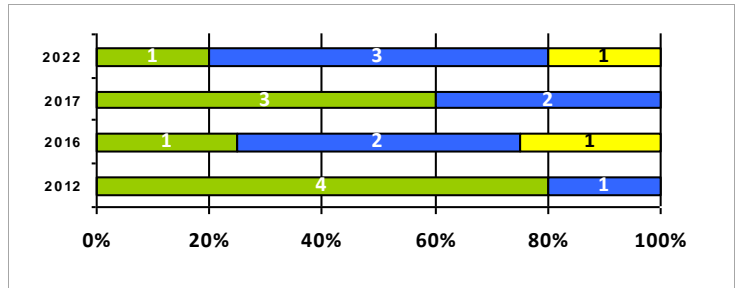## Standard 5 — *Engage local community and represent the values and expectations they hold for their schools by:*

Benchmark of Success C | *Ensuring district information and decisions are communicated community-wide.*

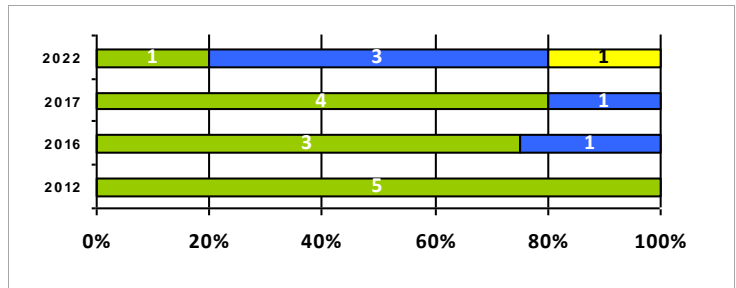| ▇ Always | ▇ Most of the time | ▇ Some of the time | ▇ Never | ▇ Don't know |

To what extent does our board:

Q 69 Communicate proactively to disseminate information that addresses issues throughout the system and community?

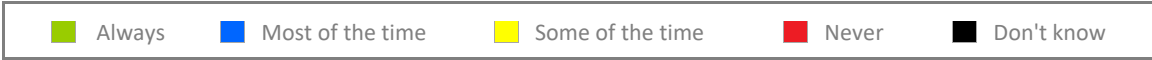**Q 70** Communicate district performance to the public in clear and understandable ways?

Notes:

Standard 5 — *Engage local community and represent the values and expectations they hold for their schools by:*
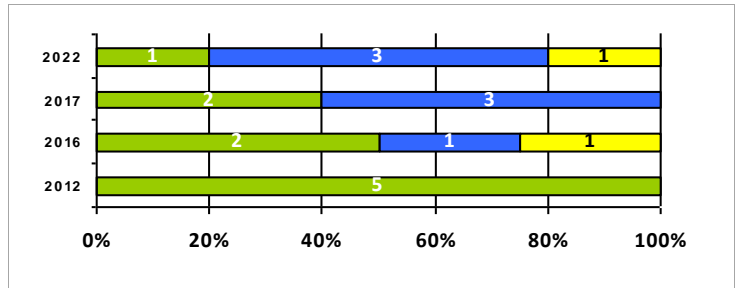
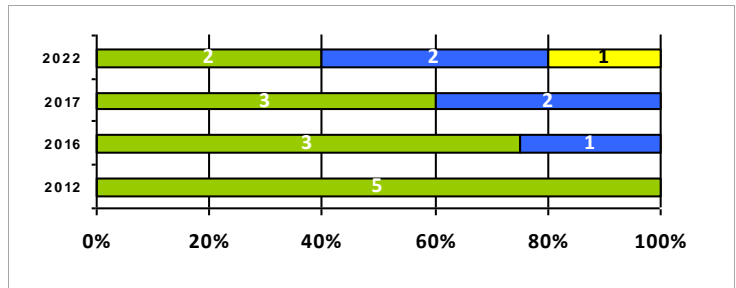| Benchmark of Success D	*Soliciting input from staff and a wide spectrum of the community so that a diverse range of interests and perspectives on issues is considered.*

Legend: ■ Always (green) ■ Most of the time (blue) ■ Some of the time (yellow) ■ Never (red) ■ Don't know (black)

To what extent does our board:

Q 71 Seek community and staff input in its decision-making to gain community and staff support?

Chart Q71:
- 2022: Always 1, Most of the time 3, Some of the time 1
- 2017: Always 2, Most of the time 3
- 2016: Always 2, Most of the time 1, Some of the time 1
- 2012: Always 5

Q 72 Carefully consider community and staff input in its decision-making?

Chart Q72:
- 2022: Always 2, Most of the time 2, Some of the time 1
- 2017: Always 3, Most of the time 2
- 2016: Always 3, Most of the time 1
- 2012: Always 5

Notes:

Notes: