

Erie City School District

Report Date: February 7, 2024



BOARD SELF ASSESSMENT

REPORT



Pennsylvania School Boards Association **PRINCIPLES FOR GOVERNANCE AND LEADERSHIP**

Pennsylvania school boards are committed to providing **every** student the opportunity to grow and achieve. Our actions, as elected and appointed board members, ultimately have both short- and long-term impact in the classroom. Therefore, we pledge that we will...



LEAD RESPONSIBLY

- Prepare for, attend and actively participate in board meetings
- Work together with civility and cooperation, respecting that individuals hold differing opinions and ideas
- Participate in professional development, training and board retreats
- Collaborate with the superintendent, acknowledging their role as the 10th member of the board and commissioned officer of the commonwealth



ACT ETHICALLY

- Never use the position for improper benefit to self or others
- Avoid actual or perceived conflicts of interest
- Recognize school directors do not possess any authority outside of the collective board
- Accept that when a board has made a decision, it is time to move forward collectively and constructively



PLAN THOUGHTFULLY

- Implement a collaborative strategic planning process
- Set annual goals that are aligned with comprehensive plans, recognizing the need to adapt as situations change
- Develop a comprehensive financial plan and master facilities plan that anticipates short- and long-term needs
- Allocate resources to effectively impact student success



EVALUATE CONTINUOUSLY

- Make data-informed decisions
- Evaluate the superintendent annually
- Conduct a board self-assessment on a recurring basis
- Focus on student growth and achievement
- Review effectiveness of all comprehensive and strategic plans



COMMUNICATE CLEARLY

- Promote open, honest and respectful dialogue among the board, staff and community
- Acknowledge and listen to varied input from all stakeholders
- Promote transparency while protecting necessary confidential matters
- Set expectations and guidelines for individual board member communication



ADVOCATE EARNESTLY

- Promote public education as a keystone of our commonwealth
- Engage the community by seeking input, building support networks and generating action
- Champion public education by engaging local, state and federal officials



GOVERN EFFECTIVELY

- Establish and adhere to rules and procedures for board operations
- Develop, adopt, revise and review policy routinely
- Align board decisions to policy, ensuring compliance with the PA School Code and other local, state and federal laws
- Remain focused on the role of governance, effectively delegating management tasks to the administration

Updated and Approved by the PSBA Governing Board October 30, 2022

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Principles for Governance and Leadership

This Board Self-Assessment (BSA), centered around PSBA's Principles for Governance and Leadership (2022), provides each member the opportunity to evaluate the collective performance of the school board as the governing body of the district. This summary of results is representative of the collective board responses. Individual comments from the assessment are also provided to reflect further evidence and clarity around ratings. The identity of the respondent's comments remain confidential in this report.

The information in this report include an overall average score for each Principle, followed by a breakdown of results for each Principle's indicator statements. These results are displayed as bar graphs and show the number of ratings each indicator statement received. Individual comments for each Principle are displayed below the indicator results.

The last section lists the results for the board's identified areas for improvement by Principle and proposed focus for professional development.

Assessment Rating Scale

Highly Effective (4): Evidence and observation demonstrate the board's exemplary performance. The board is continually exceeding the criteria in this area.

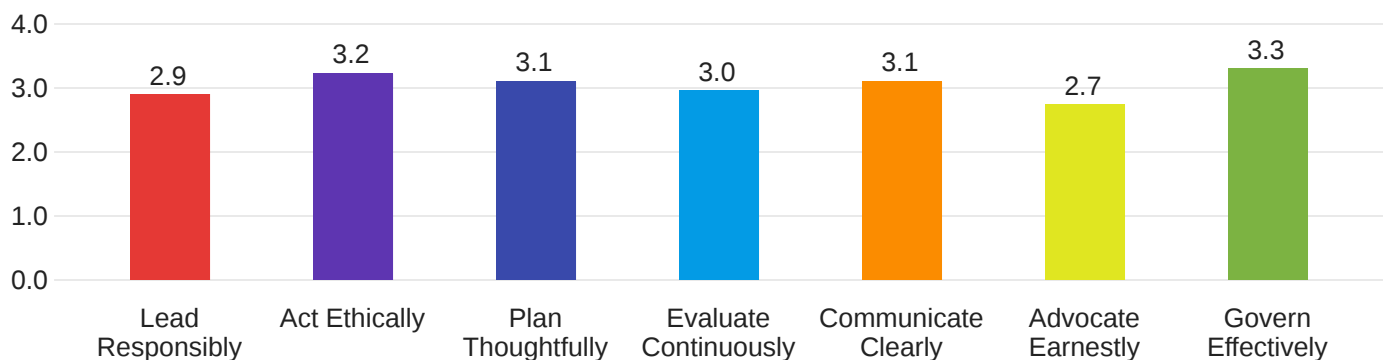
Effective (3): Evidence and observation demonstrate the board's effective performance. The board is consistently meeting the criteria and is showing improvement in this area.

Developing (2): Evidence and observation demonstrate that the board's performance has improved in this area, but is not yet meeting the criteria consistently.

Ineffective (1): Evidence and observation demonstrate the board is not meeting the performance criteria and needs improvement in this area.

Overall Average Score by Principle

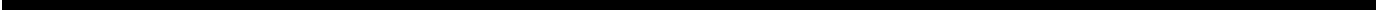
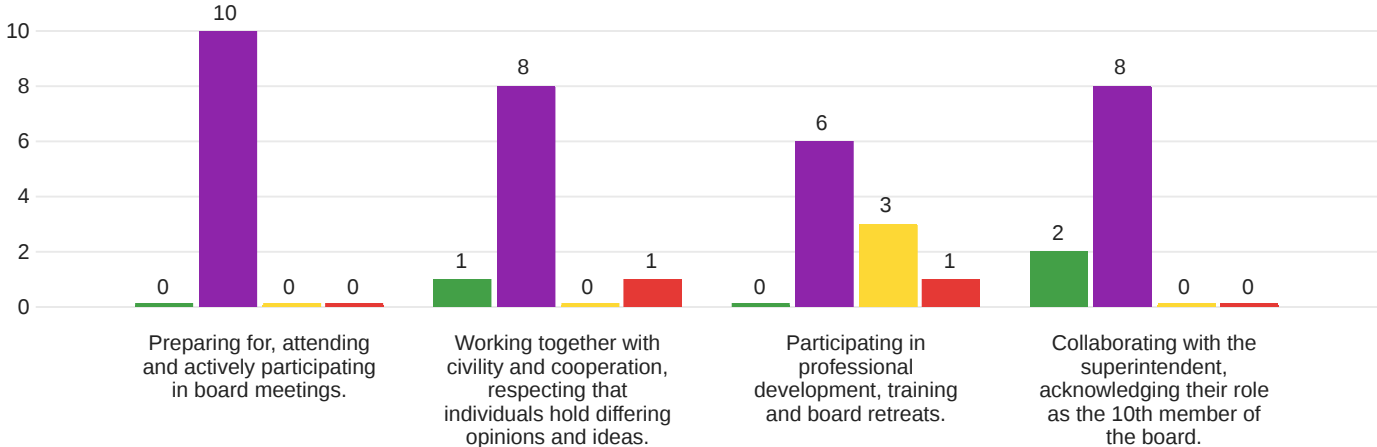
10 Responses



Lead Responsibly - 2.9

10 Responses

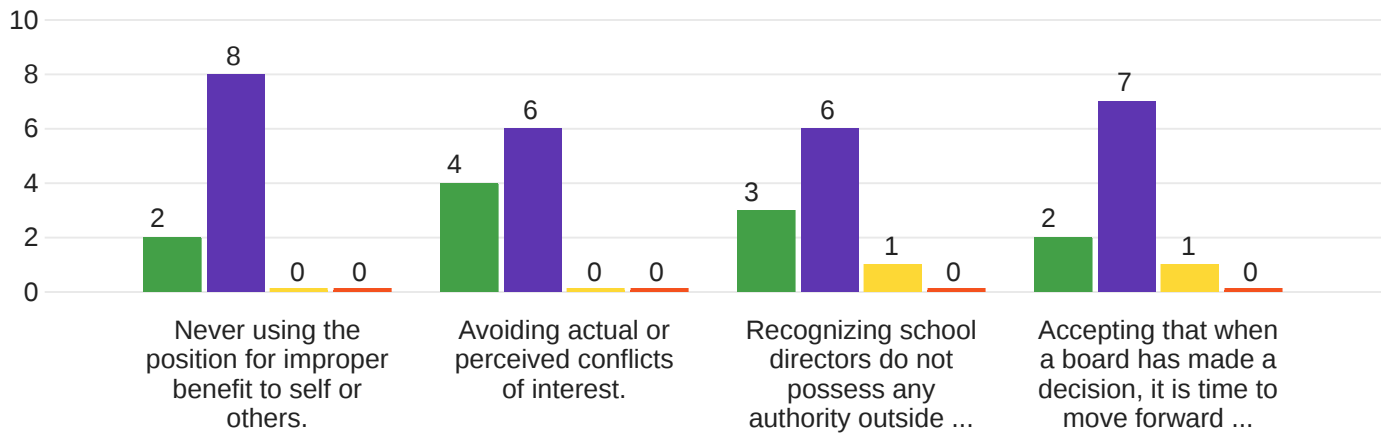
● Highly Effective ● Effective ● Developing ● Ineffective



Act Ethically - 3.2

10 Responses

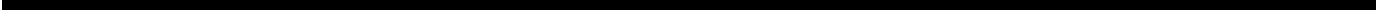
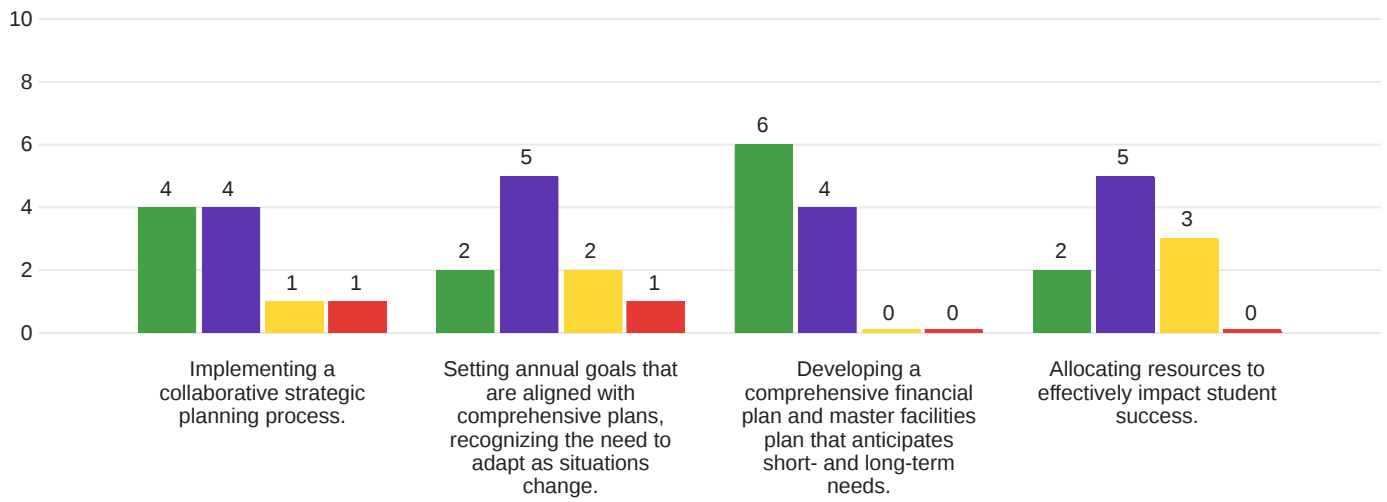
● Highly Effective ● Effective ● Developing ● Ineffective



Plan Thoughtfully - 3.1

10 Responses

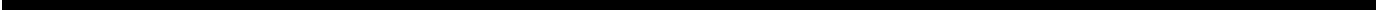
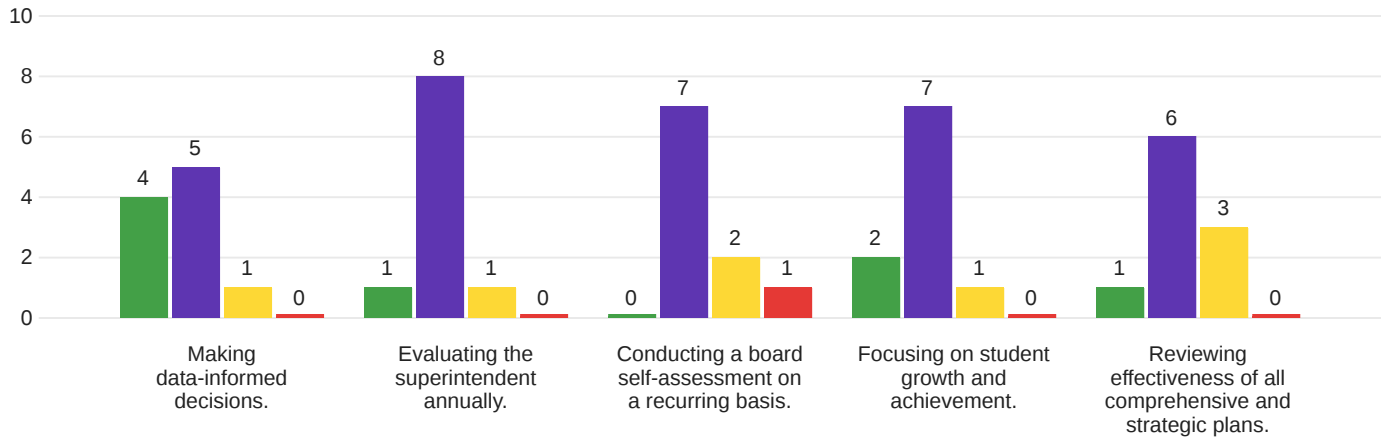
● Highly Effective ● Effective ● Developing ● Ineffective



Evaluate Continuously - 3.0

10 Responses

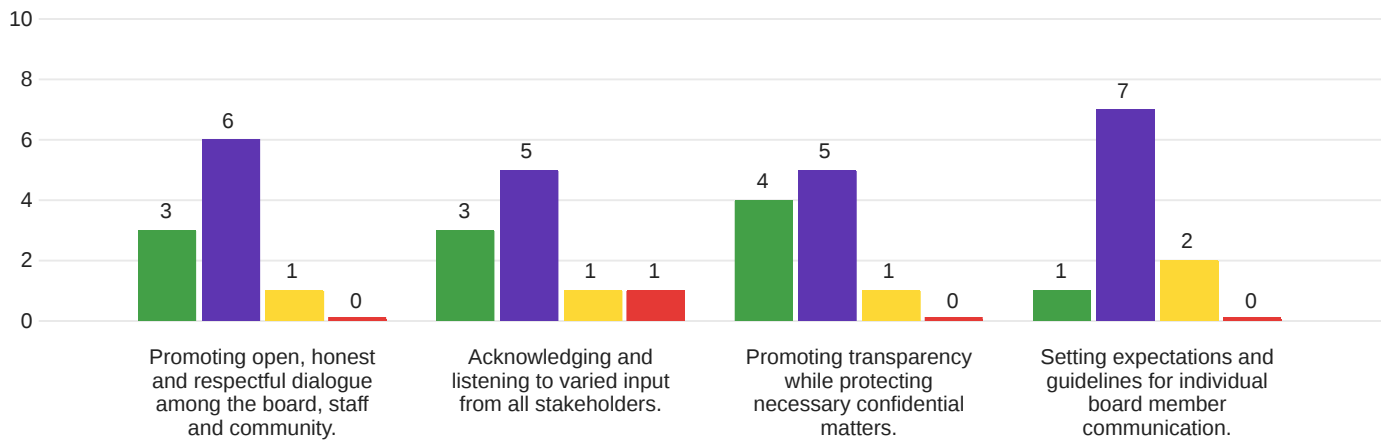
● Highly Effective ● Effective ● Developing ● Ineffective



Communicate Clearly - 3.1

10 Responses

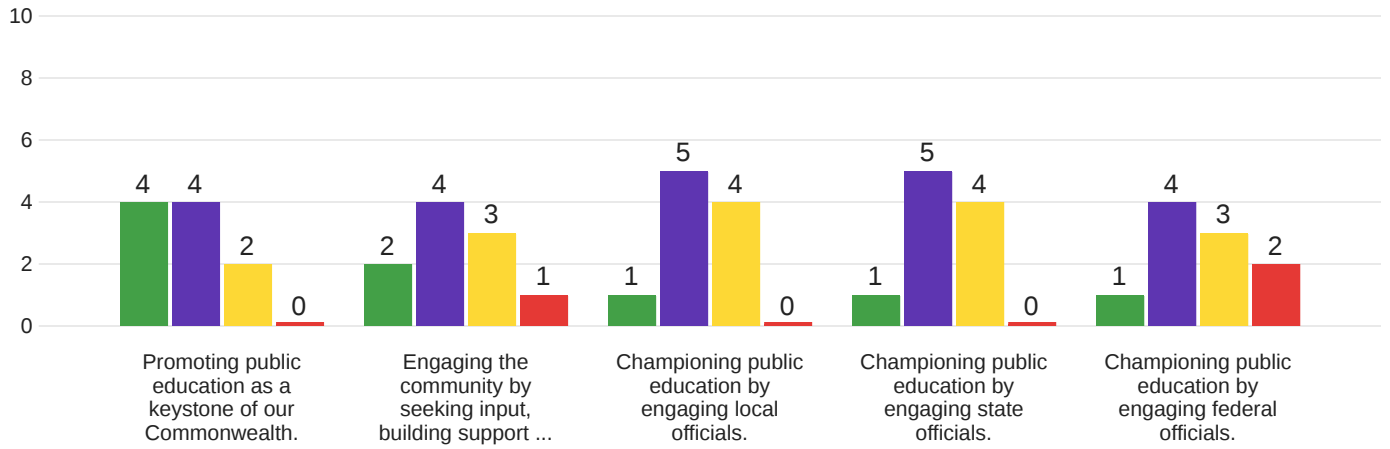
● Highly Effective ● Effective ● Developing ● Ineffective



Advocate Earnestly - 2.7

10 Responses

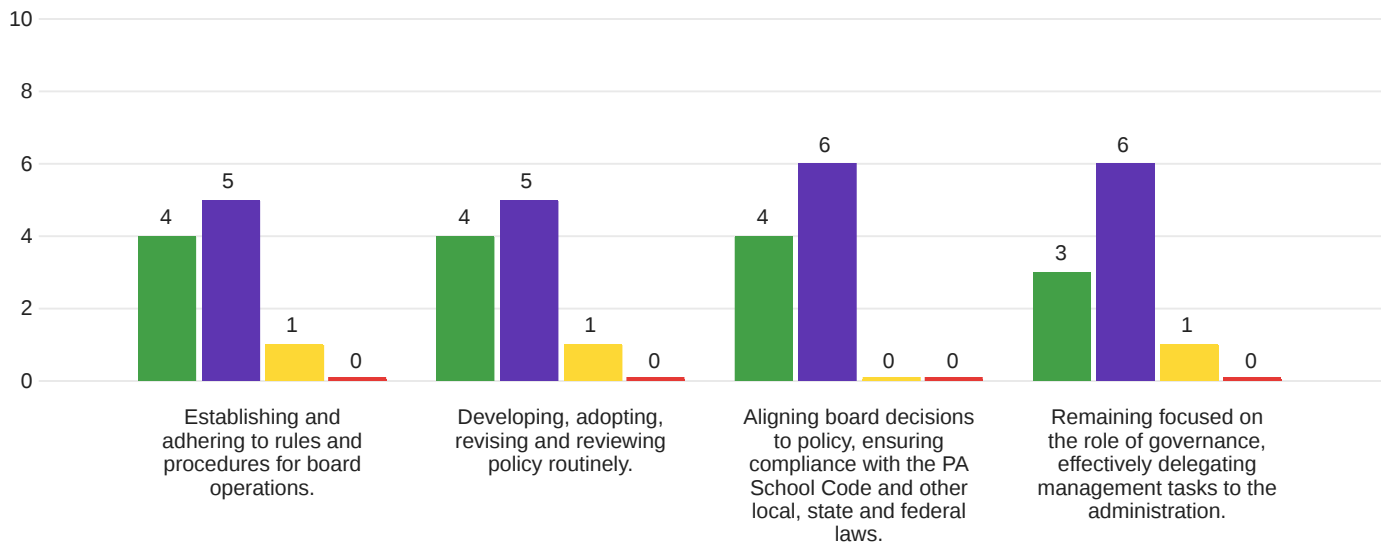
● Highly Effective ● Effective ● Developing ● Ineffective



Govern Effectively - 3.3

10 Responses

● Highly Effective ● Effective ● Developing ● Ineffective



Professional Development

Principle Mean Scores



Areas of Principle Improvement



Areas of Professional Development

