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Mukilteo School District
Board of Directors
Self-Evaluation Instrument

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Note: Embedded in the following assessment is the assumption that the Board is well-informed by, and regularly works with, the Superintendent and appropriate staff on each of the issues below.

	Equity
1.	The Board is resolved to include equity as an essential factor when adopting or revising policies in order to diminish disparities. This is also an effort to be mindful of any unintended consequences that would be felt disproportionately by our stakeholders.
2.	The Board and District apply an equity lens when making planning decisions.
3.	The Board believes that all students should be provided equitable access to a rigorous curriculum and effective instruction to prepare them for future endeavors.
4.	The Board supports efforts to remove barriers to equitable outcomes for all students.
5.	In striving to honor the diversity of our community, the Board believes in the value of gaining input from stakeholders who may be affected by our policies, practices, programs or decision making.

	Planning
1.	With input from the community, the Board adopts a shared Mission Statement that provides for the educational needs of all students so that they may graduate prepared for career, college and/or post-secondary training. The Mission Statement is a guide to the Board's deliberations and decisions.
2.	Working closely with the Superintendent and staff, the Board prioritizes key areas for planning; for example, student achievement, budget expenditures and capital facility needs.
3.	The Board approves the District Goals. Currently District Goals are on a three-year cycle.
4.	The Board directs the Superintendent to communicate the District Mission, Goals and progress to staff, families and community.
5.	Through the review of relevant reports and data, the Board evaluates progress toward District Goals and identifies areas needing improvement.

	Student Performance
1.	Improvement of student learning is the primary focus of the Board's decision making.
2.	The Board believes that rigorous and research-based curriculum and teaching and learning practices provide a foundation to prepare the District's students for future endeavors. The Board relies on student academic performance data, graduation follow-up reports and other indicators as evidence of student success.
3.	State and District-approved academic assessments are used to measure achievement for all students. These assessments are administered in a timely fashion to ensure continuous academic achievement for all students.
4.	The Board reviews data regarding student performance and discipline in order to monitor student progress.

5.	The Board supports efforts to identify at-risk students early and to provide appropriate interventions to keep students in school and on track to graduate. The Board also seeks to provide social emotional supports and interventions to reduce barriers to student academic performance.

	Personnel
1.	The Board demonstrates support and respect for the Superintendent as the chief executive officer of the District.
2.	The Board and Superintendent collaborate on identifying a well-defined statement of work, including the establishment of measurable goals and objectives for the Superintendent. The Board annually reviews and evaluates progress toward those goals and objectives. The evaluation process is a means for the Board to provide productive feedback to the Superintendent.

	Communications
1.	The Board has policies and procedures to provide for two-way communication between the District and community on multiple platforms, and with access to translation for those who speak and read languages other than English.
2.	The Board provides District progress reports to the community on a regular basis, with access to translation.
3.	The Board has the responsibility to collaborate with other public officials, such as legislators, State School Board Directors, and the Office of the Superintendent of Public Instruction (OSPI) representatives as partners in the District's efforts to educate students.
4.	The District fosters positive partnerships with community members to enhance student education.
5.	The Board recognizes and celebrates the success of students, staff and partners.

	Teamwork
1.	Members of the Board work as a team in an open, honest and respectful way, with each member participating equally in decision making. The Board is committed to approaching difficult decisions in a deliberate manner.
2.	All Board members honor Board decisions even when the vote is not unanimous
3.	The Board conducts District business according to established ethical standards only at official meetings.
4.	The Board reviews relevant policies annually, with each Board member having received required Open Public Meetings Act training.
5.	Each Board member maintains confidentiality regarding sensitive communications.
6.	The Board provides mentoring for newly-elected Board members, and reviews policies and procedures as a Board when there is a change in the Board's membership.
7.	The Board respects and supports the role of the Board President.
8.	The Board reviews its performance annually, and develops a written plan for improvement when deemed necessary by the Board.