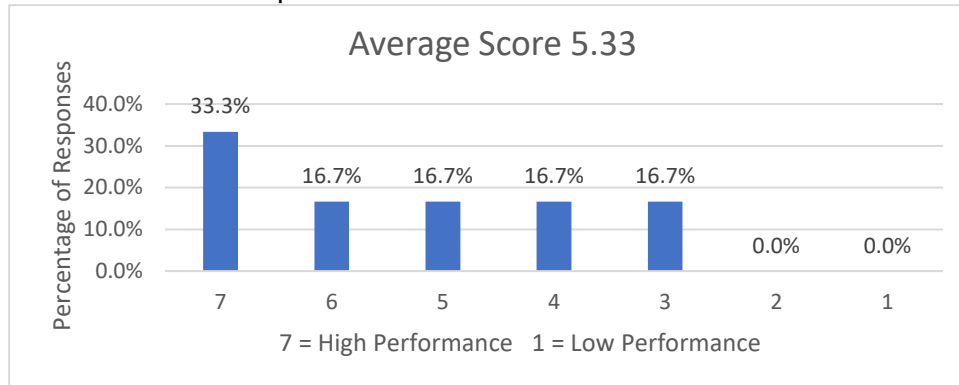


2019-20 PRJUSD Board of Trustees Mid-Year Self-Evaluation Results

I. VISION

1.1 The Board of Trustees keeps the District focused on the educational welfare of all.



A. The majority of Board meeting time is spent on issues of student achievement rather than budget and supports services.

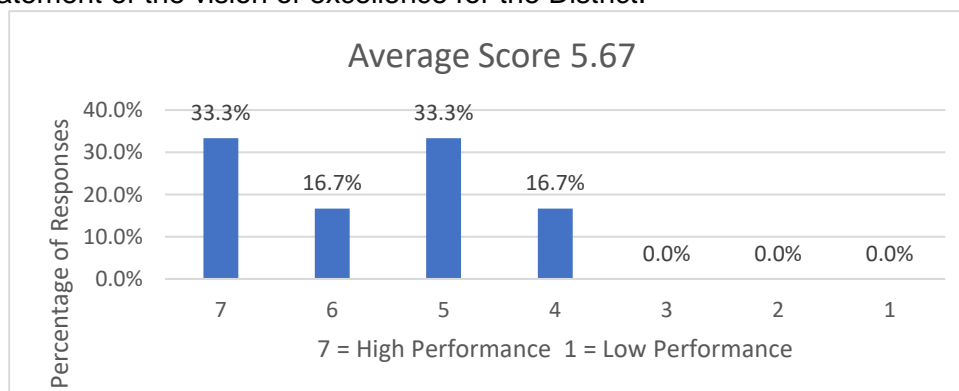
4 - No 1 - Yes

B. The Board has adopted goals, approved student performance objectives and established policies that provide a well-balanced curriculum resulting in improved student learning.

0 - No 5 - Yes

C. Comments: This is a foolish question. The juxtaposition of budget and student achievement makes no sense (CA) Balanced approach (LG) We focus on the educational welfare of all, but need to spend more time on it (JP)

1.2 The Board of Trustees, working with its community, has developed and adopted a written statement of the vision of excellence for the District.



A. The District vision/mission statement is posted and published in prominent places.

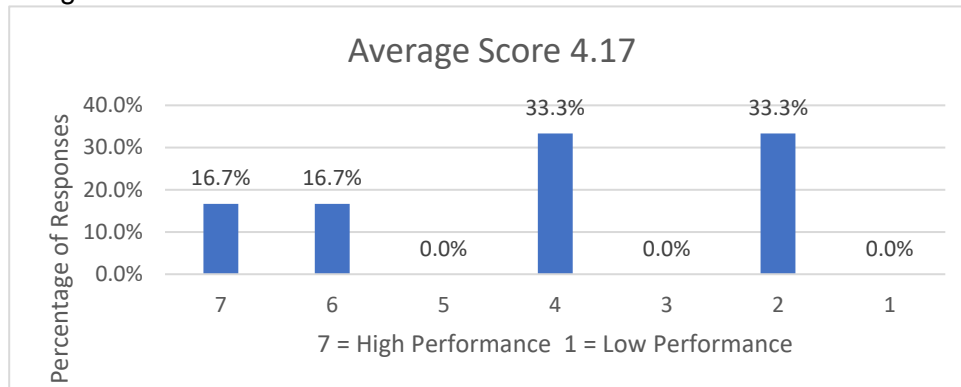
0 - No 5 - Yes

B. Decisions are guided by the vision.

1 - No 4 - Yes

C. Comments: Another foolish question (CA) May be some changes coming (LG) Budget concerns have claimed primary attention. Academics are secondary to solvency (TG) Yes, but need to revisit, perhaps in a board workshop (JP)

1.3 The Board of Trustees has established a process for reviewing , updating and communicating vision to and for the District.



A. The Board demonstrates its commitment to the vision, mission, and goals by clearly communicating them with the Superintendent and to the staff and community.

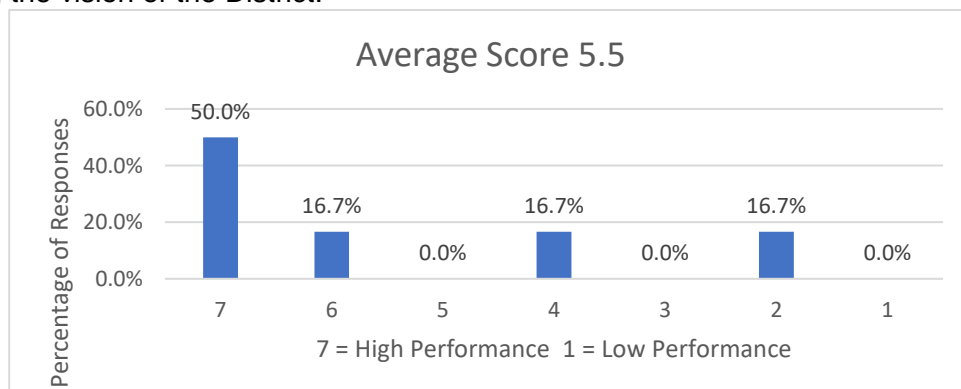
1 - No 3 - Yes 1 - Don't know

B. There is a written process in policy for periodic review of the vision and District goals.

1 - No 0 - Yes 4 - Don't know

C. Comments: The vision statement is so broad that no review process is needed (CA)
It appears often, and it's on the walls of the District office, website, etc. (TG) We need to review this with the new Board (JP)

1.4 The Board has developed and adopted long-range and short-range plans to work toward achieving the vision of the District.



A. The District has an active Advisory Committee for comprehensive, continuous improvement of student achievement.

1 - No 3 - Yes 1 - Don't know

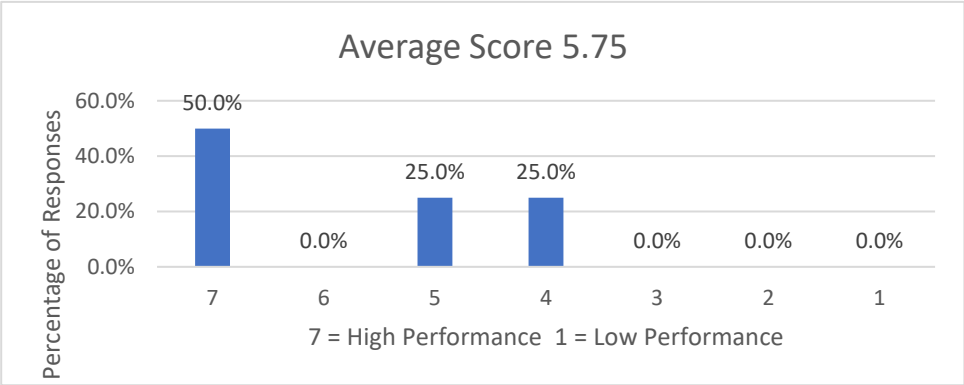
B. The District incorporates recommended and approved goals into District planning.

0 - No 4 - Yes

C: Comments: This is our ongoing work, anyway (CA) The goals and vision is there to be seen, but at times it's difficult to see in action (TG) Superintendent has outlined goals, but board needs to set (JP)

II. STRUCTURE

2.1 The Board has in place written policies that are clear, concise, up-to-date, and in compliance with State and Federal law.



A. The District has a procedure in place for policies requiring annual review.

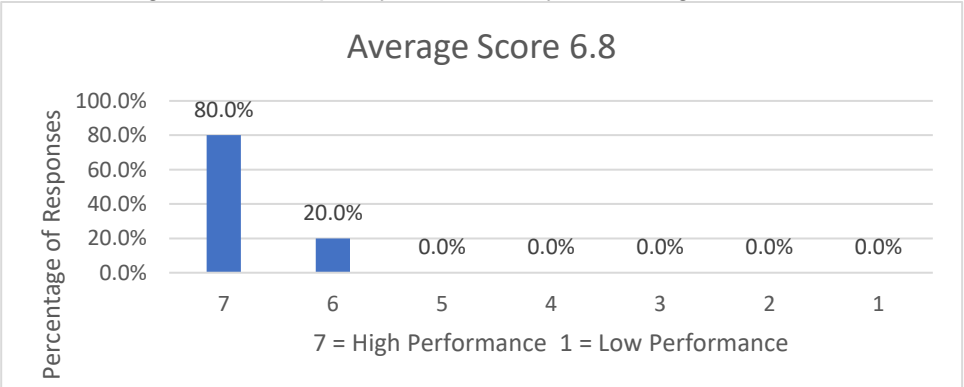
1 - Yes 4 - Don't know

B. At a minimum, the policies are reviewed on a three-year cycle.

1 - Yes 4 - Don't know

C. Comments: We update, review and modify many BP's often (TG) Need to work on this, Gamut needs to be updated (JP)

2.2 The Board utilizes the Superintendent as its chief executive officer and delegates to the Superintendent through its written policy full authority to manage affairs of the District.



A. Appropriate roles of the Board and of the Superintendent are in written policy.

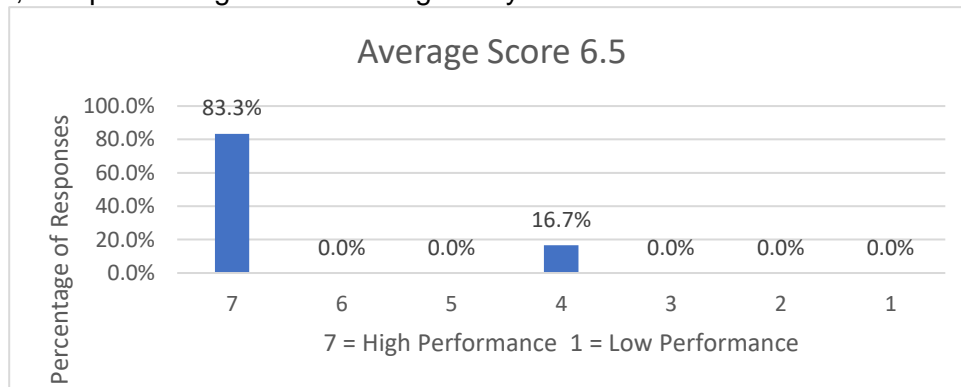
5 - Yes

B. The Board understands the distinction between its role as a policy-making body and that of the administration.

3 - No 2 - Yes 1 - Don't know

C. Comments: Although we had problems in this area, this year has seen much improvement of the Board (TG) Some Board members play a more active role, but we are all learning this role (JP) Some Board members micromanage (JS)

2.3 The Board oversees the management of the District by employing a Superintendent and evaluating the Superintendent's performance in providing educational leadership, managing daily operations, and performing all duties assigned by law.



A. There is a current written job description for the Superintendent on file.

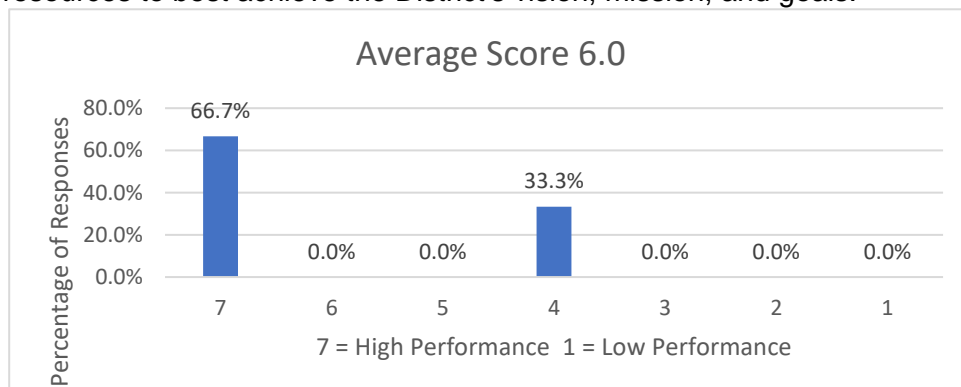
5 - Yes

B. The Board conducts an annual, written evaluation of the Superintendent in which all Board members participate.

5 - Yes

C. Comments: No problem here (TG) In the process of doing this now (JP)

2.4 The Board adopts a budget that incorporates sound business and fiscal practices and allocates resources to best achieve the District's vision, mission, and goals.



A. The budget process allows an opportunity to examine and discuss allocations as they relate to vision and goals.

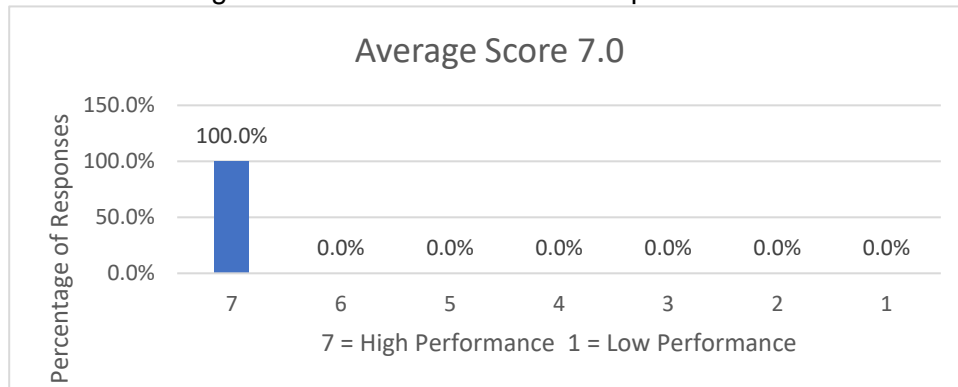
1 - No 4 - Yes

B. Throughout the fiscal year, the Board periodically reviews the budget and ends the fiscal year within agreed upon parameters.

5 - Yes

C. Comments: Now we do so (CA) A lot of changes have happened over the last year firming up 2.4 (LG) As we're in fiscal crisis, we're more concerned about our financial survival and how to obtain it (TG) At this point, we are still getting finances under control (JP) The Board relies on receiving accurate information when adopting a budget. Subsequent audits that reveal poor fiscal practices impact the ability to best achieve the District's vision, mission, and goals (JS)

2.5 The Board authorizes the employment, leaves of absence, discipline, and dismissal of staff members after considering the recommendation of the Superintendent.



A. The District has a written hiring procedure leading to a recommendation of the School Board.

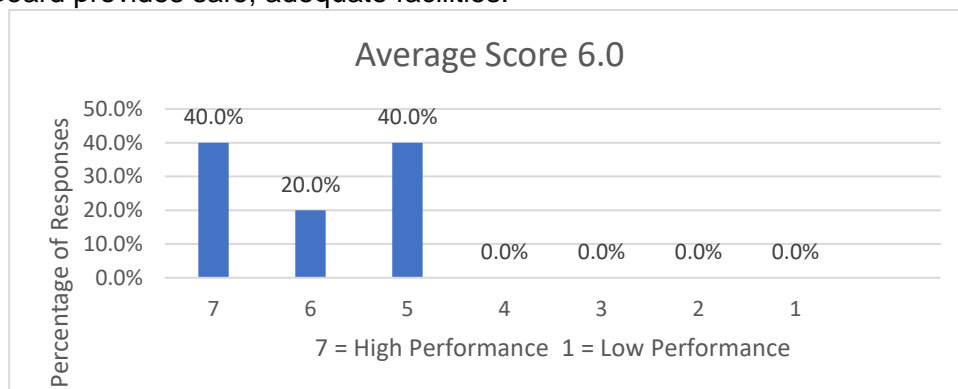
4 - Yes 1 - Don't know

B. The Board honors District contracts.

4 - Yes

C. Comments: Also from Cabinet recommendations. Some hiring procedures not followed in recent history - prior administration (LG) No problem here (TG) Yes, this process is being followed (JP) I am not sure if the current written hiring policy is the same one implemented by the former superintendent (JS)

2.6 The Board provides safe, adequate facilities.



A. The District has in place a current five-year facilities plan and budget.

Consensus 1 - Yes 1 - Don't know

B. The District meets safety guidelines and has received no unaddressed out-of-compliance reports.

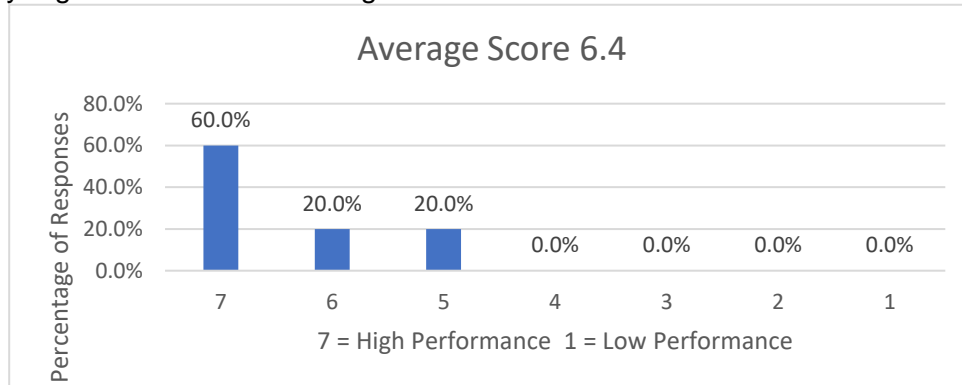
5 - Yes 1 - Don't know

C. District facilities are periodically evaluated in terms of the District's mission, vision, and goals.

4 - Yes 2 - Don't know

2.6 Cont. D. Comments: These are administrative matters. The Board will be informed if there is a problem (CA) We passed a bond and are in the process of rebuilding many substandard school sites and structures (TG) Yes, with the hiccups we had with TAABS, we provide this (JP) The 10/31/19 summary of the PRJUSD Facilities Plan indicates Health and Safety concerns (JS)

2.7 The Board encourages and supports working cooperatively with families, businesses, community organizations and other agencies.



A. The Board actively involves local civic organizations in support of the District vision and collaborates with other agencies.

5 - Yes

B. The District welcomes active community involvement and seeks parental involvement.

5 - Yes

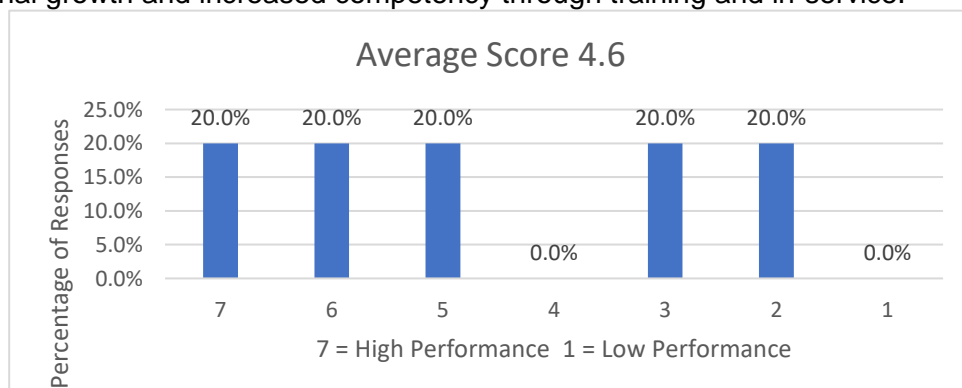
C. The District's facility use policy encourages community use of District facilities.

5 - Yes

D. Comments: Yes, and we will need to get even more community involvement (CA) Changes in rates recently adopted (LG) LCAP demands working with parents, and we're actively involved with our community partners (TG) Could be debated with new policy, but overall yes (JP)

III. ACCOUNTABILITY

3.1 The Board provides for itself, the Superintendent and all staff ample opportunity for professional growth and increased competency through training and in-service.



3.1 Cont.

A. At a minimum, new Board members attend financial training for Board members.

3 - No 1 - Yes 1 - Don't know

B. Board members attend study sessions and other training opportunities on a regular basis.

2 - Yes 2 - Don't know

C. Funds are budgeted to support training for both the Board and staff.

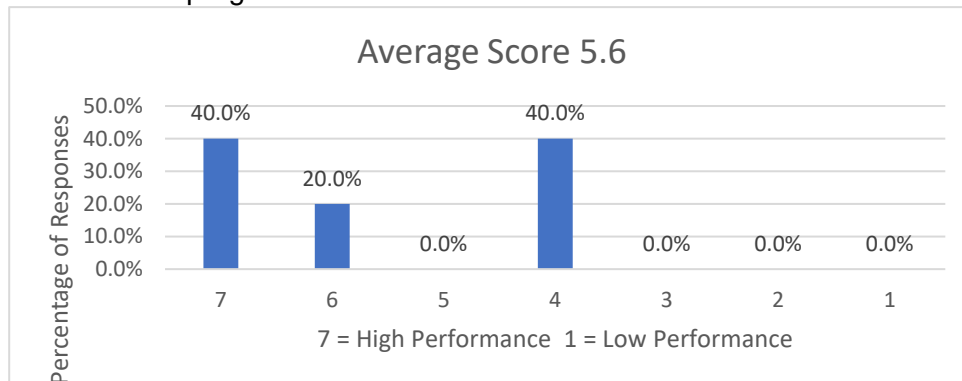
3 - No 1 - Yes 1 - Don't know

D. The Board has an effective process by which to share training information.

4 - No 1 - Don't know

E. Comments: But we must remain frugal (CA) Changes in this area are currently taking place (LG) Training is optional, but most of the Board members go through training in study sessions (TG) Training needs to be a priority (JP) Budget issues affected staff and Board attendance at conferences (JS)

3.2 The Board ensures progress toward achievement of District Goals.



A. The Board uses systematic, timely, and comprehensive review of evaluative reports prepared by or at the direction of the Superintendent, such as Quality Indicators of Student Achievement.

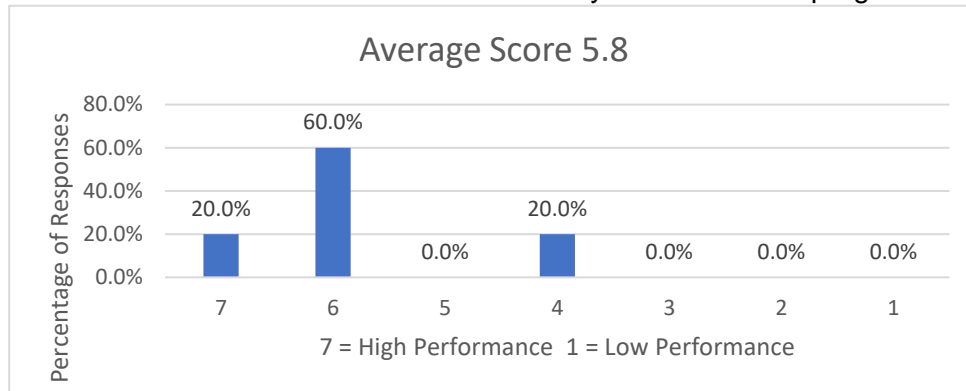
4 - Yes 1 - Don't know

B. The Board reports District progress toward achievement of District goals to parents and the community in compliance with State law.

3 - Yes 2 - Don't know

C. Comments: Information is available - not sure the Board reports out, but admin reports out at Board meetings (LG) We research, report, and discuss how to improve subgroups and general education for all (TG) Per law, yes (JP)

3.3 The Board monitors the effectiveness and efficiency of instructional programs.



A. The Board engages with and reviews/accepts reports from committees.

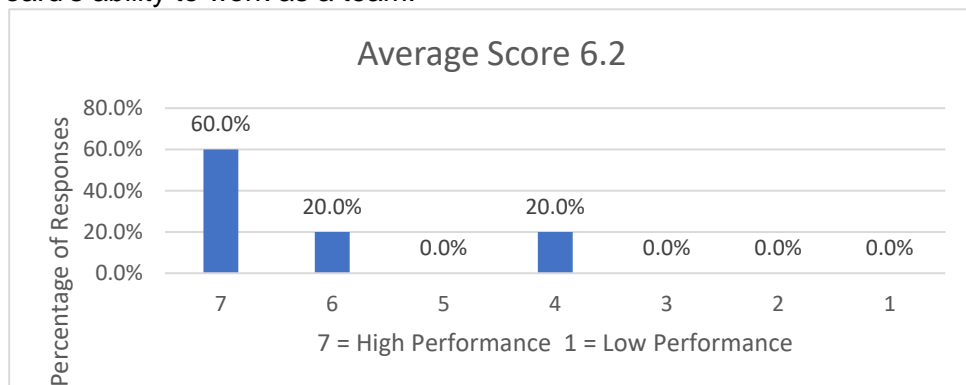
5 - Yes

B. The Board reports District progress on the effectiveness of instructional programs to parents and the community in compliance with State law.

4 - Yes 1 - Don't know

C. Comments: Information is available - not sure the Board reports out, but admin reports out at Board meetings (LG) Reports are produced by the administration after approval and in conjunction with the Board (TG)

3.4 The Board annually evaluates its performance in fulfilling the Board's duties, responsibilities, and the Board's ability to work as a team.



A. The Board uses an evaluation instrument.

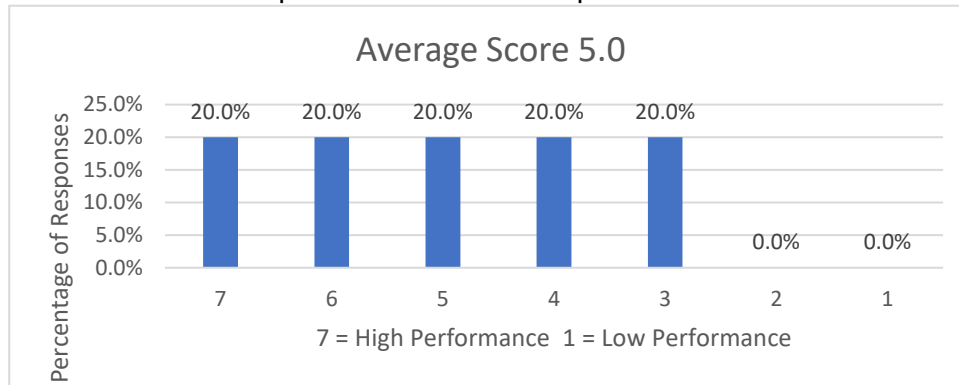
5 - Yes

B. The Board reviews the results and makes changes accordingly.

2 - No 3 - Yes

C. Comments: This present evaluation instrument is a waste of time (CA) Ability to work as a team has its challenges. Egos get in the way (LG) Changes and improvements are limited by the available funding sources (TG) This tool needs to be changed (JP) The Board reviews the results but changes are not made accordingly (JS)

3.5 The Board reviews District policies for effective implementation.



A. The Board uses a process of review and comment by the people who implement and/or are affected by the policies.

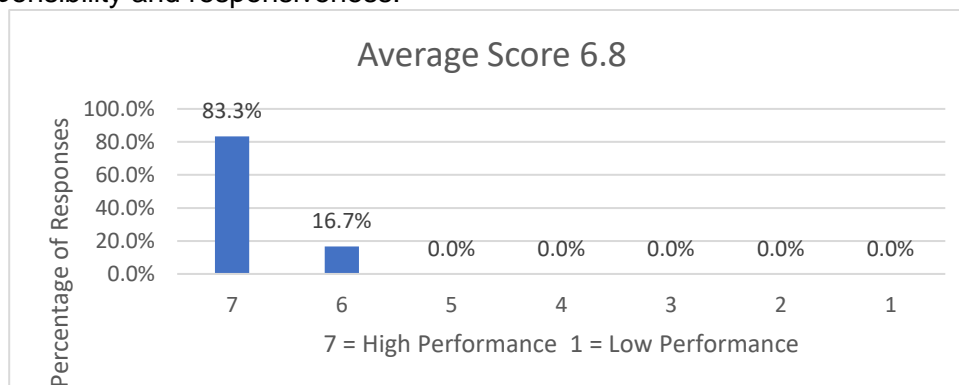
1 - No 1 - Yes 2 - Don't know

B. The Board measures the effectiveness of policies by monitoring claims, compliance, and complaints related to or caused by specific policies.

1 - No 2 - Yes 1 - Don't know

C. Comments: We are informed about problems (CA) As necessary (LG) We need to develop in this area, although we did respond to a series of community complaints recently (TG)

3.6 The Board understands its role and responsibilities to represent the constituency in terms of fiscal responsibility and responsiveness.



A. The Board reviews and accepts the annual audit.

5 - Yes

B. Board members are accessible.

5 - Yes

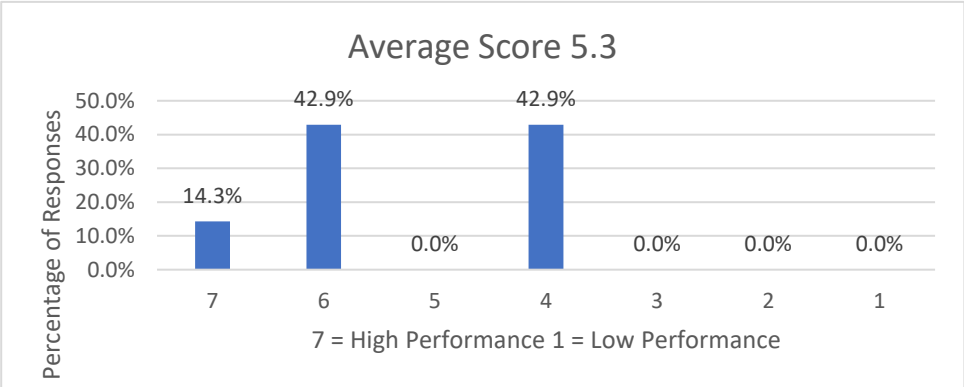
C. The Board has a policy allowing public comment at meetings.

5 - Yes

D. Comments: Of course (CA) Our focus is on fiscal solvency (TG) Yes, on all of these (JP) Fiscal responsibility is detrimentally affected when inaccurate figures are given to the Board (JS)

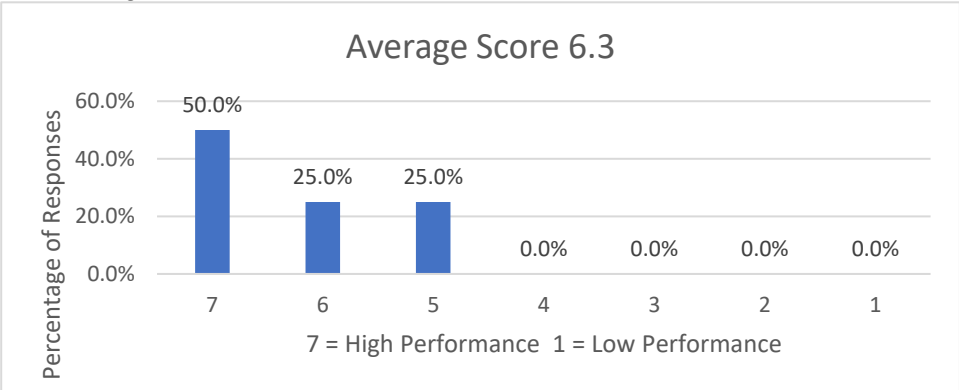
IV. ADVOCACY

4.1 The Board promotes the welfare of the District and children through the political process at the local, state, and national levels.



- A. Board members serve as representatives on other agency boards.
1 - No 4 - Yes
- B. The Board is active in CSBA legislative resolution and reporting processes.
1 - No 2 - Yes 2 - Don't know
- C. Board members get to know their local legislators and invite them to the District.
1 - No 3 - Yes 1 - Don't know
- D. The Board reports, through the Superintendent, to the community on the impact of major legislative actions.
4 - Yes 1 - Don't know
- E. Comments: We're not too active nationally, and leave that to our unions. Board members are actively involved in state and community.

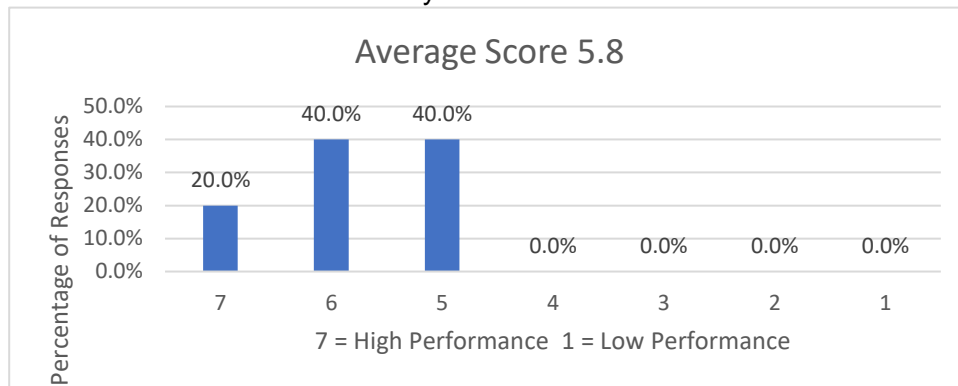
4.2 The Board recognizes the achievements of students, staff, and others in education.



- A. There is a section on the Board agenda devoted to recognitions.
1 - No 3 - Yes
- B. The Board recognizes students, staff, and others via letters of commendation, awards or events.
4 - Yes

4.2 Cont. C. Comments: Best part of the meetings! (LG) Yes, employee of the year and regional awards are recognized (JP)

4.3 The Board takes leadership in securing community support for the mission, vision, and goals of the District and the resources necessary to achieve them.



A. Board members are willing to speak at community meetings and events.

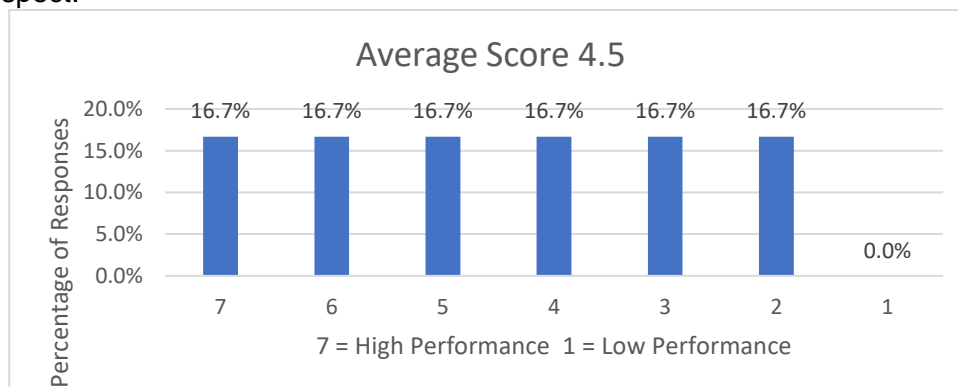
3 - Yes 2 - Don't know

B. The Board initiates reform measures within the community to meet District needs.

1 - No 2 - Yes 2 - Don't know

V. CONDUCT AND ETHICS

5.1 The Board, its members, and the Superintendent work together in a climate of trust and mutual respect.



A. The Board strives for open communication among its members and administration.

5 - Yes

B. Board members exhibit courage in deliberations and decisions.

5 - Yes

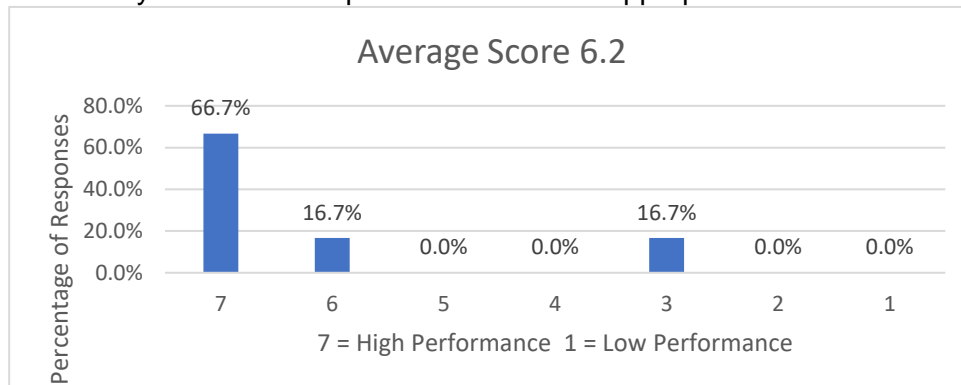
C. Board members avoid demeaning verbal or non-verbal communications.

4 - No

D. Comments: We do pretty well, despite some personal animosity from the past (CA) We've greatly improved over the last month, working better together now than before (TG) Some more than others. This has and will remain a challenge (JP) Disparaging

5.1 cont. text communications between two Board members regarding a third Board member hinders the ability for the Board to collaborate effectively. Demeaning comments made on the local radio station about Paso Robles students reflects poor ethical conduct on the part of the Board member (JS) C.B. has shown himself to use demeaning and aggressive forms of verbal and written communication. More than once, he has used a threatening and aggressive posture and tone of voice toward Trustee Gearhart, during open session. Every other trustee uses appropriate conduct when interacting with fellow trustees and staff (SU)

5.2 The Board creates an atmosphere of openness and respect by seeking input from students, staff, and community members on specific issues when appropriate.



A. The Board has used a task force, study session, or Board forum within the last three years.

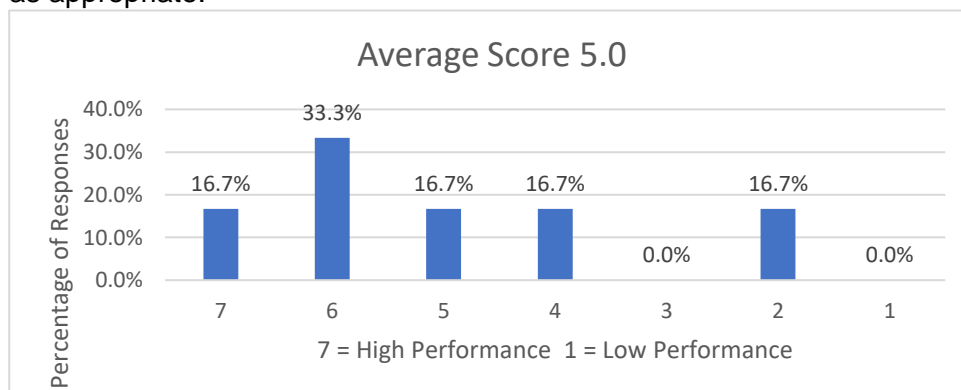
5 - Yes

B. There is a process of student representation to the Board.

5 - Yes

C. Comments: Community partnerships are important, as is community involvement at all levels dealing with students (TG) Curt has been great about this and Board supports the efforts (JP)

5.3 Board members redirect specific complaints and requests to the Superintendent or other staff members as appropriate.



A. The Board has and follows a policy on dealing with complaints.

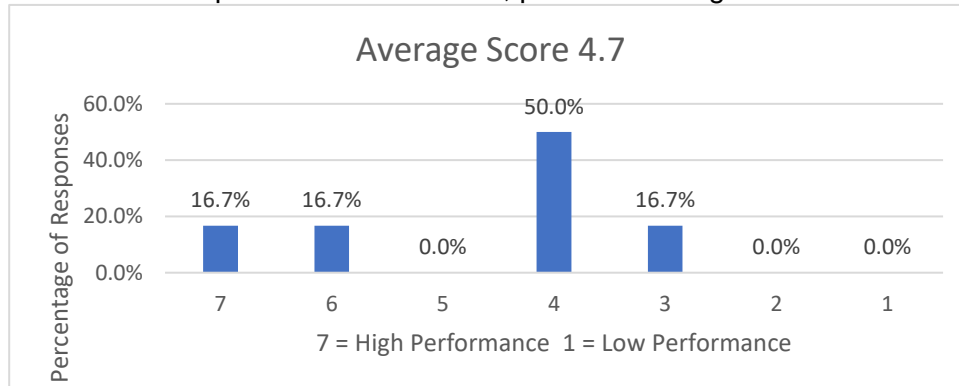
2 - No 3 - Yes

5.3 cont. B. No specific concerns are dealt with at the Board level until appropriate channels have been utilized.

2 - No 2 - Yes 1 - Don't know

C. Comments: For "B", sometimes hard to follow protocol (LG) We follow our "Chain of Command" and only become involved AFTER the chain is exhausted (TG) "B" is the goal (JP) The public has been encouraged to contact Board members with their concerns. Individual Board members have dealt with specific concerns prior to appropriate channels being utilized (JS)

5.4 The Board has developed skills in teamwork, problem solving and decision making.



A. Board workload is divided equitably among members.

5 - Yes

B. The work of subcommittees is honored.

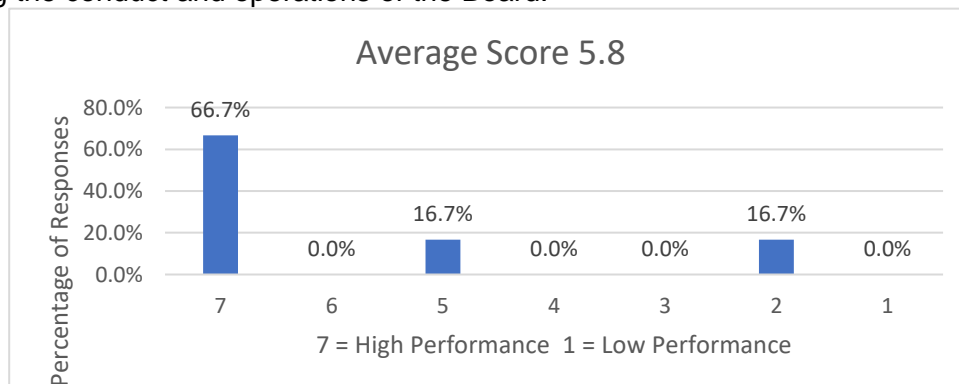
1 - No 4 - Yes

C. The Board uses methods to study, analyze, and build understanding outside of regular Board meetings (e.g., study sessions, work groups, public forums).

5 - Yes

D. Comments: We're working on improving the civility of our board, and it's improving. Now, I can respect all board members (TG) Board members have been assigned or volunteer to serve on committees (JS)

5.5 The Board establishes and follows local policies, procedures, and ethical standards governing the conduct and operations of the Board.



5.5 cont. A. Members recognize they have no authority to take individual actions in policy or District and building administrative matters.

2 - No 3 - Yes

B. The meeting time, place, and facilities accommodate the Board, staff, and public to the fullest extent possible.

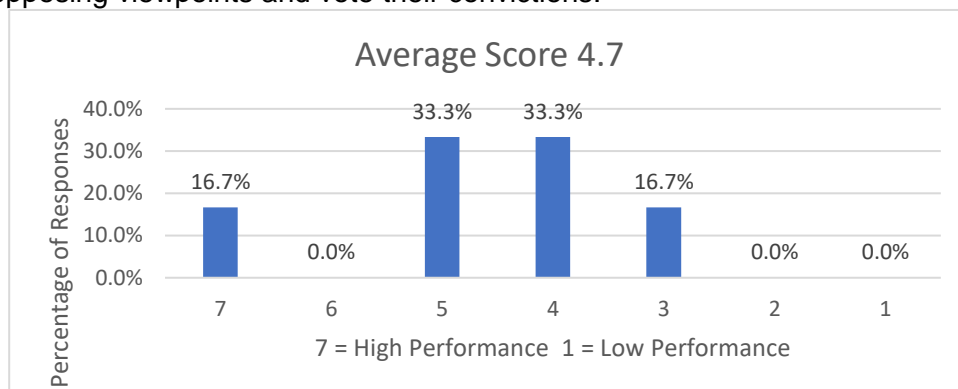
5 - Yes

C. The Board has adopted and follows rules of order and the open meetings law.

5 - Yes

D. Comments: We are open to the public, and invite our community to become involved in the schools (TG) Statements made by a Board member to individuals in the community naming specific employees who they intend to have lose their job, exposes the District to potential litigation (JS)

5.6 The Board respects the decisions of the majority after honoring the right of individuals to express opposing viewpoints and vote their convictions.



A. Individual members refrain from undermining a decision made by a majority of the Board.

4 - No

B. Board members do not publicly criticize individual opinions and decisions.

4 - No

C. Comments: I have not seen any behavior to the contrary (CA) We're getting better at accepting certain decisions of the Board majority, and move on to other topics (TG) Some more than others (JP) KPRL interviewed C.B. where he stated that his fellow trustees perhaps "...lacked political will" when giving commentary on a decision that he disagreed with. C.B. has verbally accosted his fellow board members during open session. This behavior does not engender trust between the community and The Board, nor does it foster a working relationship between Trustees. Aside from the individual discussed above, all members of The Board show respect toward each other, even when we disagree (SU)