



Modesto City Schools

Governance Team Action Audit Results

January 2021

All results represented here are based on the following score values from 7 survey respondents:

Please use the following statements in your responses.

- 1 - We do this really well.
- 2 - We are pretty good at this.
- 3 - We are pretty average - do okay but could be more consistent
- 4 – This is a weak area for us – let’s discuss.
- 5 – Let’s talk about this.

MCS Governance Team Action Audit – Theme Ranking

Theme	R1	R2	R3	R4	R5	R6	R7	Theme AVG
Effective Board Meetings	1.6	1.8	1.4	1.4	1.8	2.4	1.4	1.7
Governance Team Operations	2.0	2.0	2.0	2.0	1.7	2.3	1.5	1.9
Member-Member Relations	1.6	2.8	2.4	1.6	1.4	2.6	2.2	2.1
Member-Stakeholder Relations	2.0	2.6	1.6	1.6	2.2	3.0	2.2	2.2
Member-Staff Relations	1.5	2.3	2.5	1.5	1.8	3.5	2.5	2.2
Member-Superintendent Relations	2.0	3.0	2.5	2.8	2.0	3.8	2.5	2.6

Modesto City Schools Board Survey Responses
January 2021

*This graph represents all reponses by seven respondents presented in the order of highest to lowest efficacy (**within ranked theme order**).*

Q	STATEMENT	R1	R2	R3	R4	R5	R6	R7	AVG	Theme AVG	#	Theme
3	Keep confidential information confidential	1	2	1	1	1	1	1	1.1	1.69	1	Governance Team Operations
1	Welcome new board members and provide training	2	1	2	2	2	1	2	1.7	1.69	1	Governance Team Operations
4	Support the Superintendent and staff in their work	1	2	1	2	1	3	2	1.7	1.69	1	Governance Team Operations
2	Work at improving our skills as a governance team	2	2	2	1	2	3	1	1.9	1.69	1	Governance Team Operations
5	Communicate the District goals consistently	2	2	1	1	3	4	1	2.0	1.69	1	Governance Team Operations
3	Keep closed session discussion confidential	1	2	1	1	1	1	1	1.1	1.93	2	Effective Board Meetings
2	Follow agreed-upon practice for hearing and handling public comments at board meetings	2	2	1	2	1	3	1	1.7	1.93	2	Effective Board Meetings
4	Limit side conversations during the meetings	2	2	2	3	1	2	1	1.9	1.93	2	Effective Board Meetings
6	Share ideas and opinions during the meeting	1	2	2	2	1	2	3	1.9	1.93	2	Effective Board Meetings
1	Read all agenda materials before the meetings	2	2	2	2	3	3	1	2.1	1.93	2	Effective Board Meetings
5	Do not text, email, or do web searches in the meeting	4	2	4	2	3	3	2	2.9	1.93	2	Effective Board Meetings
1	Listen openly and respectfully to all members	1	2	1	2	1	2	2	1.6	2.09	3	Member-Member Relations
3	Value diverse opinions among members	1	2	2	1	1	3	2	1.7	2.09	3	Member-Member Relations
5	Operate with honesty and integrity	1	3	2	1	1	3	2	1.9	2.09	3	Member-Member Relations
4	Identify and address conflicts that arise	2	3	3	2	2	2	2	2.3	2.09	3	Member-Member Relations
2	Take time to get to know each other	3	4	4	2	2	3	3	3.0	2.09	3	Member-Member Relations
5	Treat all staff members with respect	1	2	1	2	1	2	1	1.4	2.17	4	Member-Staff Relations
4	Recognize that the Board does not do staff work	2	2	2	1	2	3	2	2.0	2.17	4	Member-Staff Relations
2	Refer staff members to Superintendent with their concerns	2	3	1	1	4	3	2	2.3	2.17	4	Member-Staff Relations
1	Do not overwhelm staff with personal requests/direction	3	3	2	2	2	3	3	2.6	2.17	4	Member-Staff Relations
3	Communicate concerns about staff to the Superintendent	2	3	2	2	2	4	3	2.6	2.17	4	Member-Staff Relations
4	Listen respectfully to the Superintendent's opinions	1	2	1	1	1	2	1	1.3	2.21	5	Member-Superintendent Relations
2	Share information directly with the Superintendent	1	2	2	1	1	3	2	1.7	2.21	5	Member-Superintendent Relations
1	Refrain from individually directing Superintendent work	2	2	2	1	2	4	3	2.3	2.21	5	Member-Superintendent Relations
3	Provide feedback to the Superintendent via the President	2	3	5	3	3	5	4	3.6	2.21	5	Member-Superintendent Relations
1	Listen respectfully and openly to stakeholder concerns	2	3	1	2	2	4	2	2.3	2.64	6	Member-Stakeholder Relations
2	Advocate equitably for those we represent	2	3	2	2	1	4	3	2.4	2.64	6	Member-Stakeholder Relations
4	Respond to stakeholders in a timely fashion	2	3	2	3	2	4	2	2.6	2.64	6	Member-Stakeholder Relations
3	Communicate concerns to the President/not solve them alone	2	3	5	4	3	3	3	3.3	2.64	6	Member-Stakeholder Relations

STRENGTHS									
SURVEY STATEMENT	R1	R2	R3	R4	R5			AVG	Theme
Keep confidential information confidential	1	2	1	1	1	1	1	1.1	Governance Team Operations
Welcome new board members and provide training	2	1	2	2	2	1	2	1.7	Governance Team Operations
Support the Superintendent and staff in their work	1	2	1	2	1	3	2	1.7	Governance Team Operations
Keep closed session discussion confidential	1	2	1	1	1	1	1	1.1	Effective Board Meetings
Follow agreed-upon practice for hearing and handling public comments at board meetings	2	2	1	2	1	3	1	1.7	Effective Board Meetings
Listen openly and respectfully to all members	1	2	1	2	1	2	2	1.6	Member-Member Relations
Value diverse opinions among members	1	2	2	1	1	3	2	1.7	Member-Member Relations
Treat all staff members with respect	1	2	1	2	1	2	1	1.4	Member-Staff Relations
Listen respectfully to the Superintendent's opinions	1	2	1	1	1	2	1	1.3	Member-Superintendent Relations
Share information directly with the Superintendent	1	2	2	1	1	3	2	1.7	Member-Superintendent Relations

AREAS OF DISCUSSION									
STATEMENT	R1	R2	R3	R4	R5	R6	R7	AVG	Theme
Communicate concerns to the President/not solve them alone	2	3	5	4	3	3	3	3.3	Member-Stakeholder Relations
Respond to stakeholders in a timely fashion	2	3	2	3	2	4	2	2.6	Member-Stakeholder Relations
Advocate equitably for those we represent	2	3	2	2	1	4	3	2.4	Member-Stakeholder Relations
Listen respectfully and openly to stakeholder concerns	2	3	1	2	2	4	2	2.3	Member-Stakeholder Relations
Provide feedback to the Superintendent via the President	2	3	5	3	3	5	4	3.6	Member-Superintendent Relations
Refrain from individually directing Superintendent work	2	2	2	1	2	4	3	2.3	Member-Superintendent Relations
Do not overwhelm staff with personal requests/direction	3	3	2	2	2	3	3	2.6	Member-Staff Relations
Communicate concerns about staff to the Superintendent	2	3	2	2	2	4	3	2.6	Member-Staff Relations
Refer staff members to Superintendent with their concerns	2	3	1	1	4	3	2	2.3	Member-Staff Relations
Take time to get to know each other	3	4	4	2	2	3	3	3.0	Member-Member Relations
Identify and address conflicts that arise	2	3	3	2	2	2	2	2.3	Member-Member Relations
Do not text, email, or do web searches in the meeting	4	2	4	2	3	3	2	2.9	Effective Board Meetings
Read all agenda materials before the meetings	2	2	2	2	3	3	1	2.1	Effective Board Meetings

VII. Narrative Response Questions

1. What are you most proud of as a Modesto City Schools Governance team member?

7 responses

Collaborative effort, supporting the strengths of each member

For me, it is too early. I just got appointed and haven't had an opportunity to do much. However, I have appreciated the training and learning provided. I also feel like the team will work together well.

Our ability and willingness to work together as team.

The professionalism

I feel we selected the right superintendent to lead this district. I feel we have improved our relationships with our teacher's union and with our community groups who were feeling disenfranchised.

We have created a functioning team that puts our district goal as priority over individual agendas.

The working relationship between the board members and superintendent.

2. What are those Modesto City Schools issues, now or in the future, that cause you some concern?

7 responses

Budget concerns post Covid, lost learning through distance studies, return to sports, reengaging students who have "checked out"

My biggest concerns right now are around the issue of equity. I feel like this is the single biggest issue and a place where the most positive change for the future can happen. It is a very large issue that has several pieces that can be looked at. It's not only about funding access, but hits everything from maintenance, administration, grading and pedagogy. I believe that governing with a lens on equity can only strengthen every facet of our district and help strengthen our community.

My other concern would come from the fallout we may experience from the pandemic. There are so many unknowns and having to tackle all of those decisions makes me a little nervous.

Equity, Staff Diversity, and Ethnic Studies as a required course.

Ethnic diversity in key leaderships roles at administration and teaching staff across the district base on student population

Decisions about re-opening schools, or staying open in the face of this pandemic are daunting. Not knowing the "right" way to go is difficult for me on a personal level. I am concerned about lawsuits down the road stemming from our inability to sufficiently cover our costs for special education students which may end up draining our rainy day funds. I am worried about possibly having to lay-off people in the future as well.

That we become complacent or afraid to have the hard conversation as we become a closer team.

How we will work through controversy.