

EVALUATION OF BOARD OPERATIONAL PROCEDURES

The Board may plan an annual evaluation of its function as a Board. This evaluation may be broadly based on relationships and activities or may focus on a particular activity or area.

Working with the superintendent, the Board President and an ad hoc Board committee appointed by the President may develop the evaluation plan. Upon Board approval, an outside consultant may develop and lead the appraisal session(s).

Evaluation Process and Tools

The Board self-evaluation tool shall be reviewed annually. The evaluation instrument and process shall promote continuous improvement and be fair, collaborative, objective, and meaningful.

The Board President shall coordinate development of the annual Board self-evaluation timeline in consultation with the Superintendent.

The evaluation process shall be comprised of four distinct functions:

1. Board self-evaluation

Each Board member shall complete an individual self-assessment using the Board-approved evaluation instrument. Members are encouraged to provide supporting comments and documentation demonstrating the Board's effectiveness in fulfilling its governance responsibilities.

Each Board member will allocate sufficient time and thoughtful consideration to each evaluation standard and must support each rating when the member ranks the Board as either "Highly Effective," or "Ineffective." However, comments supporting all other ratings are encouraged.

Board members shall:

- Conduct the evaluation process in a respectful, objective, and professional manner.
- Evaluate the Board's collective performance as the district's governing body rather than the performance of individual Board members.
- Base ratings on established governance standards, measurable outcomes, documented evidence, stakeholder feedback, and Board accomplishments.
- Consider multiple sources of relevant documentation and data when assessing

performance.

- Recognize and acknowledge areas of demonstrated strength and effective leadership.
- Identify opportunities for improvement using constructive, objective, and solution-oriented feedback.
- Recommend specific actions that support improved governance, Board effectiveness, and student success.

2. Stakeholder evaluation

To promote transparency and obtain meaningful stakeholder input, the district shall administer an anonymous electronic Board governance survey during each annual evaluation cycle. The survey shall be made available to District employees, teachers, administrators, parents, and community members residing in Lyon County, and other stakeholders, identified by the Board. The survey shall remain open for a period established by the Board and shall utilize an electronic platform capable of compiling responses and generating summary reports.

By incorporating structured, anonymous feedback from teachers, staff, administrators, parents, and community members, this allows the Board's final evaluation to be grounded in multiple sources of evidence. This aligns well with principles of transparency, accountability, and continuous improvement.

Individual survey responses remain anonymous. Only aggregated results and summarized comments shall be presented to the Board for consideration during the evaluation process. Survey results shall inform Board goal setting but shall not serve as the sole basis for determining the Board's effectiveness.

3. Compilation of results and discussion

The Board, in coordination with the Superintendent shall coordinate administration of the electronic stakeholder survey and compile the completed Board self-assessments, stakeholder survey results, and supporting documentation into a comprehensive evaluation summary. Electronic survey tools capable of automatically compiling data, calculating response trends, and generating summary reports shall be utilized to improve efficiency and ensure consistency in reporting.

Survey results shall be presented using multiple data views, including overall results and relevant stakeholder groups, to reduce the potential for bias, provide appropriate context, and support a balanced understanding of stakeholder feedback. Results will be provided to the Board prior to the evaluation meeting.

The Board shall conduct the evaluation meeting in accordance with applicable Nevada law, including open meeting requirements. During this public meeting, the Board shall review the compiled evaluation results, stakeholder survey summaries, and supporting evidence before discussing areas of strength, opportunities for improvement, and recommended governance

priorities.

Following completion of the evaluation, the Board shall collaboratively establish two measurable goals to guide Board development during the subsequent evaluation period. One of the two goals needs to identify a way to better support and work collaboratively with the Superintendent. Goals should align with the District Performance Plan, Board priorities, student outcomes, stakeholder feedback, and the findings of the annual evaluation.

The Board shall vote on the final overall rating for the evaluation. The final evaluation shall represent the official action of the Board and shall not be considered the opinion of any individual Board member.

4. Progress review

Approximately six months following the annual evaluation, the Board shall conduct a formal progress review during a regularly scheduled Board meeting to assess progress toward the established goals. The purpose of this mid-year review is to promote continuous improvement, strengthen Board effectiveness, provide accountability, and ensure that the evaluation process remains an active component of the district's leadership development rather than a single annual compliance activity.

Policy #BK

~~Adopted 09/25/07~~

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