

# The Classical Academy Board Annual Evaluation Form

Instructions: Thank you for serving our Titan community and completing this survey to ensure that TCA continues to be led by a Board that remains committed to its Core Values. Respondents include the Board, Cabinet, and ASD20 liaison. Please answer questions by marking the appropriate number or “don’t know” for items which you are not familiar. Honest reflections in the comments section will provide critical insights on both the Board’s successes as well as recommended areas of improvement. If there are any grievances among recipients, please make every effort to resolve those grievances prior to taking this survey so that all parties may have an opportunity to resolve the issue privately. Please note that **questions 32-44 are for Board Directors to answer.**

Thank you again!

## Mission/Vision/Strategic Plan

1. TCA has well-drafted bylaws and articles.

Disagree    1    2    3    4    5    Agree    Don't Know

Comments: \_\_\_\_\_

2. The Board at least annually reviews the Strategic Plan to ensure compliance and consider changes.

Disagree    1    2    3    4    5    Agree    Don't Know

Comments: \_\_\_\_\_

3. The TCA Board effectively promotes the unique culture of TCA.

Disagree    1    2    3    4    5    Agree    Don't Know

Comments: \_\_\_\_\_

4. TCA Board Directors’ decision making is based on the Core Values.

Disagree    1    2    3    4    5    Agree    Don't Know

Comments: \_\_\_\_\_

Educational/Instructional Philosophy

5. TCA’s instructional programs are in alignment with state requirements and terms of the charter.

Disagree    1    2    3    4    5    Agree    Don’t Know

Comments: \_\_\_\_\_

6. Board Directors understand the educational mission of the school and keep abreast of new developments in curriculum and instruction.

Disagree    1    2    3    4    5    Agree    Don’t Know

Comments: \_\_\_\_\_

Relationship with President

7. The Board has developed a comprehensive job description for the President.

Disagree    1    2    3    4    5    Agree    Don’t Know

Comments: \_\_\_\_\_

8. The Board develops reasonable performance goals/targets and evaluates the President each year.

Disagree    1    2    3    4    5    Agree    Don’t Know

Comments: \_\_\_\_\_

9. The Board develops confidence and trust with the President by inviting on-going communication and feedback between the President and Board.

Disagree    1    2    3    4    5    Agree    Don’t Know

Comments: \_\_\_\_\_

10. The Board has a clear understanding with the President regarding where Board responsibilities end and staff responsibilities begin.

Disagree    1    2    3    4    5    Agree    Don’t Know

Comments: \_\_\_\_\_

Board Meetings

11. The Board’s monthly agenda is focused on TCA’s vision, mission, and Core Values.

Disagree    1    2    3    4    5    Agree    Don’t Know

Comments: \_\_\_\_\_

12. Board meetings are well planned with clear focus on appropriate policy and action items.

Disagree    1    2    3    4    5    Agree    Don’t Know

Comments: \_\_\_\_\_

13. Meeting agendas, read-aheads and minutes are completed and distributed in a timely manner.

Disagree    1    2    3    4    5    Agree    Don’t Know

Comments: \_\_\_\_\_

14. Meetings are conducted pursuant to common ground rules (e.g. Roberts Rules) and relevant state statutes (Sunshine Laws; calls to Executive Session, etc.).

Disagree    1    2    3    4    5    Agree    Don’t Know

Comments: \_\_\_\_\_

15. The Board Chair is a strong, capable meeting facilitator.

Disagree    1    2    3    4    5    Agree    Don’t Know

Comments: \_\_\_\_\_

Board Development

16. New Board Directors receive new Board training upon being elected or appointed.

Disagree    1    2    3    4    5    Agree    Don’t Know

Comments: \_\_\_\_\_

17. The TCA Board models the value of professional development and continuous improvement by regular board training.

Disagree    1    2    3    4    5    Agree    Don't Know

Comments: \_\_\_\_\_

18. TCA Board Directors understand their legal and ethical responsibilities (duty of care/loyalty, conflict of interest, etc.).

Disagree    1    2    3    4    5    Agree    Don't Know

Comments: \_\_\_\_\_

19. Board Directors take leadership in developing a school wide effort to find, persuade and develop its most capable candidates for Board election/service.

Disagree    1    2    3    4    5    Agree    Don't Know

Comments: \_\_\_\_\_

Board Agreement/Personal Qualities

20. The Board has a process for addressing ineffective, disruptive, or absentee board members.

Disagree    1    2    3    4    5    Agree    Don't Know

Comments: \_\_\_\_\_

21. Board Directors demonstrate an ability to think independently, to grow in knowledge, to rely on fact rather than prejudice, and a willingness to hear and consider all sides of a controversial question.

Disagree    1    2    3    4    5    Agree    Don't Know

Comments: \_\_\_\_\_

22. Board Directors demonstrate respect for each other and administrators interpersonally including communicating openly and inviting opinion/information as a team.

Disagree    1    2    3    4    5    Agree    Don't Know

Comments: \_\_\_\_\_

23. Board Directors have complied with confidentiality provisions of Colorado law and the TCA Board Agreement by not discussing personnel matters, individual students or negotiations inappropriately.

Disagree    1    2    3    4    5    Agree    Don't Know

Comments: \_\_\_\_\_

24. Board Directors have refrained from abusing their authority while acting as a parent or volunteer.

Disagree    1    2    3    4    5    Agree    Don't Know

Comments: \_\_\_\_\_

#### Policy Review/Development

25. Board committees have a clear scope of responsibilities and charges.

Disagree    1    2    3    4    5    Agree    Don't Know

Comments: \_\_\_\_\_

26. The Board correctly applies the practices and principles of its conflict resolution policy.

Disagree    1    2    3    4    5    Agree    Don't Know

Comments: \_\_\_\_\_

27. The Board has a policy and/or procedures to solicit feedback from parents, teachers, and staff.

Disagree    1    2    3    4    5    Agree    Don't Know

Comments: \_\_\_\_\_

#### Financial Accountability

28. The TCA Board fulfills its fiduciary responsibility to understand the school's financial operations and make informed, wise financial decisions on behalf of the school.

Disagree    1    2    3    4    5    Agree    Don't Know

Comments: \_\_\_\_\_

29. The Board has adopted a comprehensive set of fiscal management and control policies.

Disagree    1    2    3    4    5    Agree    Don't Know

Comments: \_\_\_\_\_

30. The Board adopts an annual budget that maximizes the school's resources in support of the mission/vision and monitors the budget throughout the year.

Disagree    1    2    3    4    5    Agree    Don't Know

Comments: \_\_\_\_\_

31. The Board contracts with an independent auditor each year, reviews the audit report, and takes any needed follow-up action.

Disagree    1    2    3    4    5    Agree    Don't Know

Comments: \_\_\_\_\_

### The Following questions are for Board members only:

32. Directors value differences of opinions and do not let differences degenerate into personality conflicts.

Disagree    1    2    3    4    5    Agree    Don't Know

Comments: \_\_\_\_\_

33. During executive sessions, the Board is careful to discuss only topics agreed to in the agenda.

Disagree    1    2    3    4    5    Agree    Don't Know

Comments: \_\_\_\_\_

34. Board Directors ensure that anything discussed during executive sessions are not discussed elsewhere.

Disagree    1    2    3    4    5    Agree    Don't Know

Comments: \_\_\_\_\_

35. I feel comfortable expressing my viewpoints during meetings.

Disagree    1    2    3    4    5    Agree    Don't Know

Comments: \_\_\_\_\_

36. I feel my viewpoints are respected.

Disagree    1    2    3    4    5    Agree    Don't Know

Comments: \_\_\_\_\_

37. I read all read-aheads before meetings.

Disagree    1    2    3    4    5    Agree    Don't Know

Comments: \_\_\_\_\_

38. I exercise the concept of "one voice" by supporting Board decisions even if I personally oppose them.

Disagree    1    2    3    4    5    Agree    Don't Know

Comments: \_\_\_\_\_

39. I visit my assigned school regularly.

Disagree    1    2    3    4    5    Agree    Don't Know

Comments: \_\_\_\_\_

40. I strive to build positive relationships with other Directors.

Disagree    1    2    3    4    5    Agree    Don't Know

Comments: \_\_\_\_\_

41. I strive to build a positive relationship with the President.

Disagree    1    2    3    4    5    Agree    Don't Know

Comments: \_\_\_\_\_

42. I strive to build positive relationships with the Cabinet.

Disagree    1    2    3    4    5    Agree    Don't Know

Comments: \_\_\_\_\_

43. I strive to build positive relationships with other Stakeholders.

Disagree    1    2    3    4    5    Agree    Don't Know

Comments: \_\_\_\_\_

44. The TCA Board is effective.

Disagree    1    2    3    4    5    Agree    Don't Know

Comments: \_\_\_\_\_

(Please provide written justification for the answer you provided.)