

YORK REGION DISTRICT SCHOOL BOARD
BOARD OF TRUSTEES ASSESSMENT

Section 1: Board Climate

Questions will be assessed on the following scale:

- *Strongly agree*
- *Agree*
- *Neutral*
- *Disagree*
- *Strongly disagree*
- *I Don't Know*

All responses of less than Neutral will require trustees to provide additional context and suggestions for improvement.

1(a) *Trustee to the Board as a Whole*

1. Through the Board's engagement with the community, the vision, mission and values are reflective of the input of families, parents, students and other community members within the region.
2. The Board builds a climate that supports student success and emphasizes teamwork with shared accountability amongst the Board, the Director of Education, Senior Team and school staff.
3. Board decisions are made based on data and evidence rather than opinion or politics.
4. The Board makes decisions as a whole.
5. Individual trustees publicly support the decisions of the Board.
6. All trustees adhere to the Trustee Code of Conduct.
7. Individual trustees do not make comments or statements on behalf of the Board without authorization from the Board Chair.
8. The Board follows a procedure to handle challenging matters in a manner that encourages dialogue with staff and relevant stakeholders.
9. Trustees are responsible for being present at and participate in Board, Advisory and Board Committee meetings on which they are members.

1(b) *Trustee to Trustee*

1. Trustees interact respectfully with the Board Chair, particularly as it relates to their role as spokesperson for the Board.
2. Trustees deal respectfully with one another.
3. Trustees feel free to state their opinion without fear of criticism from fellow trustees, particularly as it relates to an opinion that is not shared by the majority.
4. Trustees seek input from the Student Trustees.
5. Trustees make an effort to get to know their trustee colleagues.
6. Trustees make an effort to get to know the Student Trustees.

1(c) *Trustee to Director of Education and other members of Senior Team*

1. A climate of courtesy, respect and trust is maintained between trustees and the Director of Education.
2. A climate of courtesy, respect and trust is maintained between trustees and members of Senior Team.
3. Trustees respect that the Director of Education is responsible for the day-to-day operations of the York Region District School Board through the Senior Team.
4. Trustees engage Corporate Secretariat and Trustee Services prior to making requests for system-level data.
5. The Board Chair, Director of Education and Corporate Secretariat and Trustee Services are alerted in advance of Board meetings of contentious topics that may be raised for discussion.

Section 2: Governance

2(a) *Establishing Strategic Priorities and Goals*

1. The Multi-Year Strategic Plan is incorporates feedback from members of the community.
2. The Multi-Year Strategic Plan directly supports student achievement and well-being.
3. The Board uses the Multi-Year Strategic Plan and the annual Budget process to make decisions and ensure legislated obligations are considered.
4. The Board follows a formal process to receive updates and reports on the achievement of the goals and priorities outlined in the Multi-Year Strategic Plan.
5. The Board engages in the cyclical review of Board policies and ensures there is an opportunity for input from staff, school councils, families and members of the community.

2(b) *Board Policy and Resource Allocation*

1. The Board develops and maintains policies, budgets and organizational structures that are aligned with the Multi-Year Strategic Plan.
2. Trustees participate in the annual Budget Development Process, ensuring that there is alignment with the Multi-Year Strategic Plan and all other legislated obligations.
3. The Board ensures effective stewardship of resources by monitoring the Budget and operational strategies required to approve a balanced budget.
4. The Board provides proper oversight when working with the Director of Education to establish Board policy governing employment matters.
5. Presentations to the Board of Trustees show direct connections to the Multi-Year Strategic Plan.

2(c) Oversight of the Director and Overall Performance of the Board of Trustees

1. The performance review of the Director of Education is aligned with the annual review of the Multi-Year Strategic Plan.
2. The Board supports leadership development of the Director of Education.
3. The Board ensures there is a succession plan in place for members of Senior Team.
4. The Board provides oversight to ensure that all staff receive regular performance evaluations.
5. The annual Board of Trustees Assessment process is necessary to support continuous improvement of the Board of Trustees.
6. The Board of Trustees annually reviews the York Region District School Board Operational By-Laws.

2(d) Board Chair

1. The Board has an appropriate committee meeting structure to govern decision making.
2. The Board Chair ensures that trustees have time and the information they need to make informed decisions at Board meetings.
3. The Board Chair acts as the spokesperson on behalf of the Board of Trustees, unless otherwise determined by the Board.
4. The Board Chair conveys decisions to the Director of Education on behalf of the Board of Trustees.
5. The Board Chair provides leadership to the Board of Trustees and ensures focus on the Multi-Year Strategic Plan and Board mission, vision and values.

2(e) Board Vice-Chair

1. The Vice-Chair of the Board provides effective mentorship to the Student Trustees.
2. The Vice-Chair provides effective support to the Chair of the Board.

2(f) Committee Chair's

1. The Chairs of the following committees effectively fulfil their role as Committee Chair as outlined in the Governance policy.
 - *List all relevant committees here*
2. The Chairs of the following committees communicate effectively with other members of the committee and the Board of Trustees.
 - *List all relevant committees here*
3. The Chairs of the following committees ensure the Operational By-Laws and/or Terms of Reference are reviewed annually.
 - *List all relevant committees here*
4. The Chairs of the following committees effectively address attendance at meetings.
 - *List all relevant committees here*

Section 3: Individual Success Factors for Self Reflection

The following questions will not be assessed on a rating scale. They are intended to guide trustees in assessing and engaging in conversations about their own personal areas of growth and professional learning needs.

3(a) Overall Governance

1. I understand the Board's Operational By-Laws and policies.
2. I understand why only the Board Chair is the Spokesperson for the Board.
3. I would be seen by other members of the Board to uphold decisions of the Board.
4. I actively listen, ask questions and request information to enable my full participation and informed decision making.
5. I understand the difference between governance (the Board's oversight role) and operations (the Director's job in making decisions with regard to day-to-day matters).
6. I understand the role of the Board of Trustees in overseeing the performance review process for the Director of Education.
7. I commit the time required to fulfil my governance responsibilities including attending Board, Advisory and Board Committee meetings on which I am a member.
8. I come prepared to fully participate in meetings.
9. I understand the Board's committee meeting structure and options available to me with regard to recommendations coming from these committees.
10. I regularly attend and engage in Board and committee meetings and only in exceptional circumstances use audio conference to participate.

3(b) Organizational Knowledge and Self-Awareness

1. I understand and take into consideration the Multi-Year Strategic Plan and the Board's mission, vision and values when making decisions.
2. I am accessible to members of the public and attend appropriate school activities.
3. I am open to dialogue with my constituents.
4. While not necessarily an expert, I have a good understanding of:
 - All facets of the Board Budget Development process
 - Financial performance of the YRDSB
 - The Director's Annual Plan
 - Areas of risk associated with the Board's strategic priorities and associated risk mitigation strategies
5. I understand the Ministry of Education's funding model and take this into consideration when making decisions.

6. I keep current on issues impacting public education in the Province of Ontario and trends that may have an impact on the York Region District School Board and its stakeholders.
7. I effectively apply my knowledge, expertise and experience to matters being considered by the Board of Trustees.
8. I take advantage of professional development opportunities to increase my effectiveness as a trustee.