

BOE Self-Assessment Compilation

Domain I. Governance Structure, Rating Satisfactory

- A. STANDARD: The governance leadership team is comprised of the local board of education and the superintendent, and adheres to appropriate roles and responsibilities, as defined in the state constitution, state law, local act, and board policy.

Comments:

The Catoosa County BOE elects its officers at the first meeting in January each year in compliance with state regulations and local policies. The BOE recognizes the importance of allowing the Superintendent to act as CEO of the school system and refrains from interfering with day-to-day operations. The Superintendent serves as Secretary in BOE meetings.

- B. STANDARD: The governance leadership team executes its duties as defined in the state constitution, state laws, and state board rules consistent with local board policies, accreditation standards, procedures and ethical standards, which govern its conduct.

Comments:

Ethics and Conflict of Interest policies are in place and posted on the CCPS website. BOE members strongly support these policies and follow them without question. Annual training is provided and documented to support this standard.

- C. STANDARD: The board acts as a policy-making body separate from the roles and responsibilities authorized to the superintendent.

Comments:

Policy recommendations are presented by the Superintendent at BOE meetings, where approval is required. The BOE relies on the Superintendent and other school personnel to enforce policies. Both the BOE and superintendent understand each others roles as defined by CCPS policy and have a positive professional working relationship.

D. STANDARD: The governance leadership team demonstrates a unified approach to governing the school system to ensure effective fulfillment of roles and responsibilities.

Comments:

GSBA annual BOE training is required and conducted, Additionally, New Board Member training is also required for any newly elected BOE members. The CCPS Superintendent attends both annual and new member training. All BOE members are fully committed and unified in conducting BOE responsibilities only and allowing the Superintendent and staff to fulfill their respective roles following a chain-of-command approach. The BOE recognizes the school system should function as a team where each part of the team knows and tends to their responsibilities and allows others to tend to theirs.

Domain II. Strategic Planning, Rating Satisfactory

A. STANDARD: The governance leadership team provides input to and adopts the system's strategic plan.

Comments:

The BOE and Superintendent recognize strategic planning is vital to the success of the school system. It provides the navigation that keeps the school system moving to continuously improve student achievement and organizational effectiveness. A five-year strategic plan is in place. Input from key stakeholders and community input is always sought when developing the new plan using various approaches such as community meetings, electronic input, and polling/ranking/surveys to help establish priorities. Once developed, the draft is made available for review by all involved and once finalized it's provided to BOE approval.

B. STANDARD: Annually and as needed, utilizing the adopted strategic planning process, the governance leadership team monitors and reports progress on performance measures.

Comments:

The Strategic Plan guides all activities performed within the school system. Status of performance measures is the focus of all gatherings/meetings and re-establishes priorities if needed to ensure continued timely progress of goals. The BOE developed a new Superintendent evaluation instrument in 2023 that uses the progress of the five Primary Strategic Goals and Focus Areas in our Strategic Plan plus a sixth Strategic Goal based on the functional relationship between the superintendent and the BOE as the basis to determine whether or not his work performance "needed improvement,

progress made but did not meet expectations, met expectations, or exceeded expectations.” (Side note: Superintendent met or exceeded expectations in all areas.) The Superintendent includes which Objective/Focus area applies when presenting at Directors, Principals, and BOE meetings. This helps keep staff focused on their strategic plan responsibilities. Both the Strategic Plan and the Balanced Scorecard are published and updated on the CCPS website.

Domain III. Board and Community Relations, Rating Satisfactory

A. STANDARD: The governance leadership team develops a process for creating a culture where input is sought, heard, and valued.

Comments:

Agendas, minutes, scorecards, policies, surveys, and monthly Superintendent messages are published on the CCPS website. The Superintendent participates in numerous local organizations ensuring other participants are aware of what’s happening in CCPS and seeking comments and input from them about the school system. The Superintendent also communicates regularly with local elected officials and congressional delegations on matters that affect the school system and the community.

B. STANDARD: The board develops policies to ensure effective communication and engagement of all stakeholders which support the strategic plan, desired culture, and continuous improvement of the school system.

Comments:

The CCPS BOE meetings are now being live-streamed and recorded as each meeting occurs. In addition, public participation is encouraged at each BOE meeting. There are sign-up sheets, however, if someone fails to sign up, they are still allowed to speak. They are held to a five-minute limit, however, they are not interrupted (within reason) in the event they are still speaking. In addition to the meeting live-stream, various forms of communication are also being utilized – Social Media, CCPS Website, weekly newsletters, community meetings such as the Chamber of Commerce, and newspaper notices as required.

C. STANDARD: The governance leadership team ensures processes that develop, communicate, and maintain procedures for communications by stakeholders which

result in resolution of issues and concerns supporting the strategic plan, desired culture and continuous improvement of the school system.

Comments:

CCPS BOE is extremely transparent with its decisions. Public participation is encouraged. Community members are given opportunities to address the BOE at every meeting. In addition, community members freely contact the Superintendent with their comments/concerns utilizing an email, questions@catoosa.k12.ga.us, or phone. The Superintendent engages the BOE as needed.

Domain IV. Policy Development, Rating Satisfactory

A.STANDARD: The board of education adopts, revises, and follows written policies that are clear, up-to-date, and in compliance with the school system's strategic plan, state constitution, state and federal laws, and state board rules.

Comments:

Policies are reviewed/updated regularly and posted on the CCPS Website. The BOE relies heavily on policy recommendations from GSBA, especially as new legislation is passed. Also, at our request, GSBA conducts a complete review of our policies on a cycle that is repeated at five-year intervals.

Domain V. Board Meetings, Rating Satisfactory

A. STANDARD: The board announces and holds meetings in accordance with local board policy and the Open Meetings Law (O.C.G.A. §50-14-1).

Comments:

The CCPS BOE conducts all meetings following local policy and the Open Meetings Law. Parliamentary procedures are followed and all meeting minutes and agendas are available on the CCPS Website. Additionally, all needed executive sessions follow the required regulations.

Domain VI. Personnel, Rating Satisfactory

A. STANDARD: The board of education employs a superintendent who acts as the Executive Officer of the school system.

Comments:

The BOE is fully committed to hiring an individual to serve as superintendent who is qualified and capable of running all day-to-day operations of the school system, especially the quality of education provided to all students. The BOE makes its expectations for the superintendent clear and then gets "out of the way" for the superintendent to carry out those responsibilities and actions. We have been very fortunate for many years to have had very capable individuals from within CCPS to fill this essential position.

B. STANDARD: The board of education evaluates the professional performance of the superintendent.

Comments:

The BOE formally evaluates the Superintendent annually, however continuous feedback between the BOE and Superintendent is not uncommon. The formal evaluation heavily weighs performance based on the strategic plan, however other professional goals, such as training, are included. The BOE utilizes a standard evaluation tool where all BOE members can provide feedback. The BOE also utilizes executive sessions to collaborate, review, and conduct performance evaluations. These meeting minutes and/or agendas are noted accordingly.

C. STANDARD: The board adopts a personnel policy that is implemented by the superintendent.

Comments:

CCPS policies are recommended by the Superintendent for action by the BOE. All policies comply with federal, state, or local requirements. The Superintendent ensures staff evaluations are regularly conducted and are in alignment with the mission and vision of CCPS; are following policies and procedures that are in place; and that strategic plans and scorecards are being impacted/measured.

Domain VII. Financial Governance, Rating Satisfactory

A. STANDARD: The board of education upon recommendation of the superintendent adopts a budget that adheres to State law provisions and is consistent with its strategic plan.

Comments:

Updated financial reports are provided at each monthly BOE meeting. Additionally, upcoming budget items are discussed as needed. Numerous public budget meetings are held where budget information is provided and public input is sought. One major goal of the CCPS BOE is to provide quality education while being good stewards of taxpayer dollars.

B. STANDARD: The board of education adopts policy for sound fiscal management and monitors the implementation of the budget in accordance with state laws and regulations.

Comments:

The Superintendent is held accountable for managing the CCPS budget. Budget decisions align with the strategic plan as well as the operations of the entire school system - not just one interest group. The CCPS Finance Department conducts regular budget meetings/training with individual schools/staff in order to have a complete understanding and compliance with budget items. Outside financial audits are conducted annually. Monthly budget data and comparisons are provided each month to the BOE for review and approval and posted on the CCPS website.

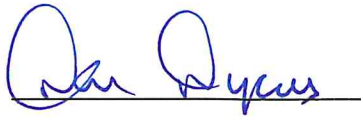
Domain VIII. Ethics, Rating Satisfactory

A. STANDARD: The governance team adheres to, adopts and practices a Code of Ethics, avoids conflicts of interest, and annually reviews ethical standards to ensure and enhance governance structure and organizational effectiveness.

Comments:

Conflict of Interest and Ethics policies are in accordance with State Models and standards and are adhered to by the BOE as well as the Superintendent. Financial assurances are adhered to and signed off by the Board Chairman, the superintendent and finance director.

Signature:



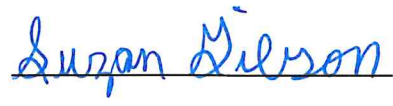
Chairman Don Dycus



Vice Chair David Moeller



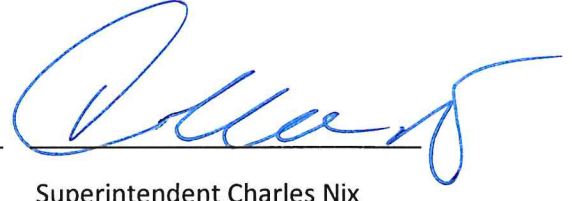
Board Member Gloria Hunt



Board Member Suzan Gibson



Board Member Jerry Jeffers



Superintendent Charles Nix

2023 ANNUAL SUMMATIVE REPORT DISCUSSED BY BOARD March 5, 2024

I. Governance Structure

Rating Satisfactory

	A	B	C	D	Ave
Dycus	5	5	5	5	5.0
Gibson	5	5	5	5	5.0
Hunt	5	5	5	5	5.0
Jeffers	5	5	5	5	5.0
Moeller	5	5	5	5	5.0
	5.0	5.0	5.0	5.0	5.0

II. Strategic Planning

Rating Satisfactory

	A	B	Ave.
Dycus	5	5	5.0
Gibson	5	5	5.0
Hunt	5	5	5.0
Jeffers	5	5	5.0
Moeller	5	5	5.0
	5.0	5.0	5.0

III. Board Community Relations

Rating Satisfactory

	A	B	C	Ave.
Dycus	5	5	5	5.0
Gibson	5	5	5	5.0
Hunt	5	5	5	5.0
Jeffers	5	5	5	5.0
Moeller	5	5	5	5.0
	5.0	5.0	5.0	5.0

IV. Policy Development

Rating Satisfactory

	A	Ave.
Dycus	5	5.0
Gibson	5	5.0
Hunt	5	5.0
Jeffers	5	5.0
Moeller	5	5.0
	5.0	5.0

V. Board Meetings

Rating Satisfactory

	A	Ave.
Dycus	5	5.0
Gibson	5	5.0
Hunt	5	5.0
Jeffers	5	5.0
Moeller	5	5.0
	5.0	5.0

VI. Personnel

Rating Satisfactory

	A	B	C	Ave.
Dycus	5	5	5	5.0
Gibson	5	5	5	5.0
Hunt	5	5	5	5.0
Jeffers	5	5	5	5.0
Moeller	5	5	5	5.0
	5.0	5.0	5.0	5.0

VII. Financial Governance

Rating Satisfactory

	A	B	Ave.
Dycus	5	5	5.0
Gibson	5	5	5.0
Hunt	5	5	5.0
Jeffers	5	5	5.0
Moeller	5	5	5.0
	5.0	5.0	5.0

VIII. Ethics

Rating Satisfactory

	A	Ave.
Dycus	5	5.0
Gibson	5	5.0
Hunt	5	5.0
Jeffers	5	5.0
Moeller	5	5.0
	5.0	5.0

COMMENTS ATTACHED

OVERALL 5.0