



Coffee County Board Evaluation Results

**Gary Nester, Chairman
Thomas Ballard
Gary Cordell
Larry Crabtree
Robert Gilley
Freda Jones
Brent Parsley
Jennifer Peacock Hodge
Kathy Rose**

April 2024

Coffee County Board of Education Evaluation - 2024

Coffee County Board of Education Evaluation - 2024			
	BOARD MEETINGS	Now	How Important
1	The board has sufficient time and opportunity to review the agenda and supporting materials before a board meeting.	4.14	5.71
2	The board encourages participation by each board member.	4.43	5.86
3	Board members come to meetings prepared to focus on discussion issues and keep comments relevant and brief.	3.43	5.57
4	All board members are routinely familiar with the agenda materials and are ready to discuss and decide important items.	3.57	5.71
5	Adequate background information on issues to come before the board is routinely provided in advance of the board meeting.	3.43	5.86
6	The board weighs all decisions in terms of what is best for the students of the school system.	4.00	5.86
Average:		3.83	5.76
	TEAM BUILDING	Now	How Important
7	The board is able to disagree on matters and still maintain an attitude of mutual respect and trust.	2.71	5.86
8	The board is open and honest with each other, as well as administrators and is able to maintain an attitude of mutual trust and respect.	2.29	5.43
9	The district has a planned program to orient newly-elected board members.	4.00	5.57
10	Once a decision has been made, all members respect the decision and the board speaks with one voice.	2.29	5.71
11	Board members do not attempt to individually speak on behalf of the board or commit the board.	3.14	5.57
Average:		2.89	5.63

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	BOARD/SUPERINTENDENT/STAFF RELATIONS	Now	How Important
12	The board and superintendent trust and respect one another.	1.43	6.00
13	Each member of the board understands and respects the distinction between the board's responsibilities and the superintendent's duties.	2.71	5.86
14	Our board and superintendent agree on how complaints or concerns to board members should be handled.	2.43	5.71
15	Board members work to avoid surprises by sharing concerns or questions with the superintendent in advance of the board meeting.	3.14	5.71
16	The superintendent is given direction by the board as a whole rather than by individual members.	2.86	5.71
17	The board recognizes staff accomplishments.	5.00	5.57
18	Individual board members avoid making excessive personal requests from staff.	5.00	5.43
19	Board members are respectful to other board members, administrators, staff and visitors.	3.14	5.86
20	Board members direct complaints and requests to the superintendent rather than attempting to solve them directly.	4.71	5.57
21	The board ensures that an effective evaluation system is in place for the superintendent and all employees.	3.00	5.57
Average:		3.34	5.70

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	VISION PLANNING	Now	How Important
22	A vision/mission statement for the district exists and is periodically reviewed by the board and widely disseminated in the district.	2.57	5.57
23	The vision reflects community priorities.	3.00	5.57
24	Discussion of major items before the board routinely includes consideration of their impact on meeting district goals.	3.00	5.50
25	The superintendent's evaluation considers how well the superintendent has addressed the district goals.	2.57	5.86
26	The board emphasizes setting and monitoring district goals, instead of how staff should achieve these goals.	3.86	5.57
27	The board does not get bogged down discussing operation details of the district or schools.	3.86	5.71
28	The board regularly solicits input from the community when establishing the future vision of the district.	2.14	5.57
Average:		3.00	5.62
	BOARD POLICY	Now	How Important
29	Our board sets policies needed for the operation of the school district.	5.43	6.00
30	Before adopting a policy which affects them, our board actively seeks the input of employees, students and community members.	3.14	5.71
31	Board policies are administered consistent with the intent of the policy.	5.14	5.86
32	The board has developed an ongoing system to review and update all policies annually.	4.71	5.57
Average:		4.61	5.79

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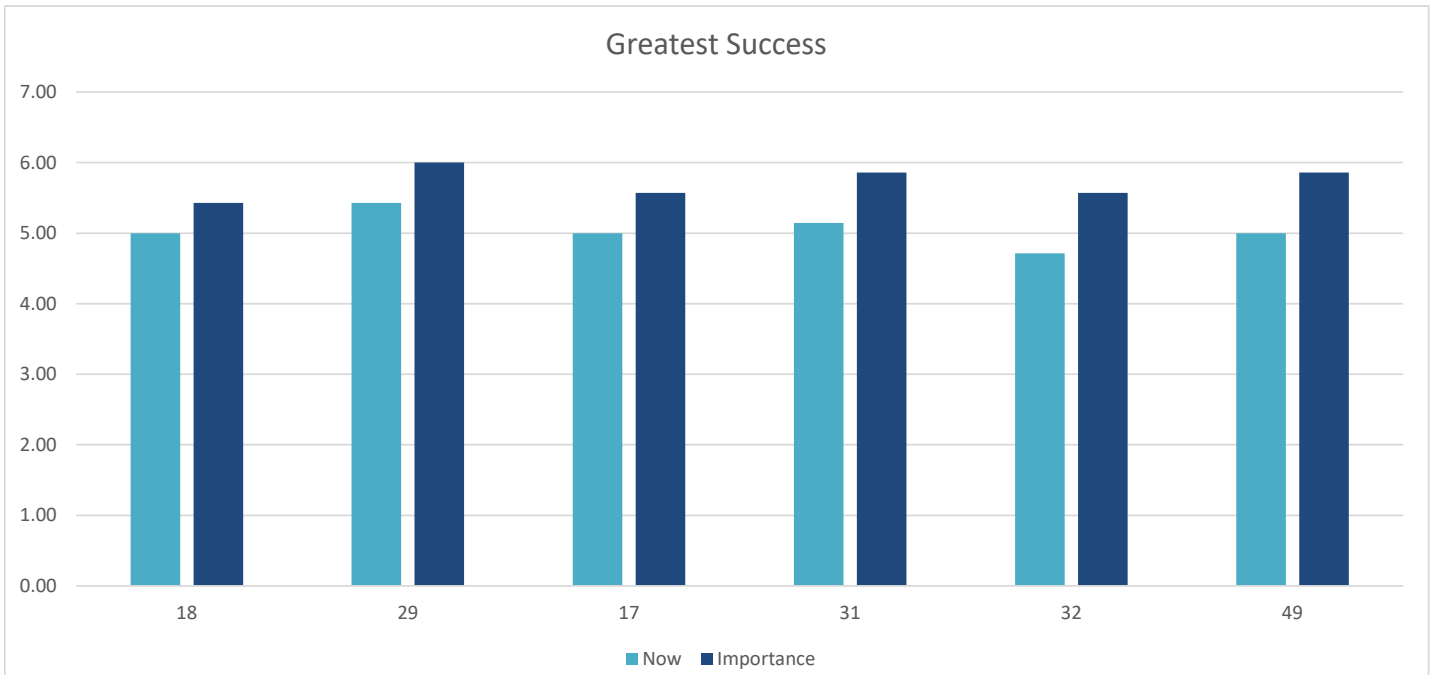
Coffee County Board of Education Evaluation - 2024			
	STUDENT ACHIEVEMENT	Now	How Important
33	The board regularly examines data to determine where achievement gaps exist and how much progress is being made to reduce those gaps.	4.14	5.71
34	The board provides a quality educational program imposing high individual academic standards for each student.	4.86	5.71
35	Student academic performance is regularly presented at the board.	4.14	5.71
36	The board regularly recognizes student accomplishments at board meetings.	4.43	5.71
Average:		4.39	5.71
	BOARD COMMUNITY RELATIONS	Now	How Important
37	The board provides for involvement of the public in the operating of our schools.	3.00	5.29
38	Our board actively promotes the school district to the public.	3.86	5.86
39	Our school board is respected by the community	2.86	5.71
40	Our board is accountable to the community.	3.71	5.86
41	The board refrains from committing to a position on an issue before all relevant facts are present.	4.00	5.71
42	Members of the board refrain from speaking for the board on issues on which the board has no official position.	3.29	5.71
Average:		3.45	5.69

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	ADVOCACY	Now	How Important
43	Our board takes the initiative to establish and maintain positive personal relationships with other locally-elected officials/funding body.	3.14	5.57
44	Our board strives to keep local officials up-to-date on board activities and school district needs.	4.00	5.71
45	Our board understands the need to influence statewide legislation and works diligently to develop a positive relationship with local members of the General Assembly.	4.00	5.43
46	Our board, collectively and individually, regularly contacts legislators regarding their position on important legislation.	2.86	5.43
Average:		3.50	5.54
	BUDGET/FINANCE	Now	How Important
47	The board understands the basic principles of school finance, including state, federal and local sources of revenue.	3.57	5.29
48	The budget reflects the districts vision, mission, and strategic plan and supports the district's goals and objectives for student achievement.	4.00	5.86
49	The board requires proper accountability for the expenditure of school district funds.	5.00	5.86
Average:		4.19	5.67
TOTAL AVERAGE		3.69	5.68

Top Six Items with Greatest Success

Coffee County Board of Education Evaluation - 2024				
				Lowest Numbers
#	Statement	Now	Importance	Difference
18	Individual board members avoid making excessive personal requests from staff.	5.00	5.43	0.43
29	Our board sets policies needed for the operation of the school district.	5.43	6.00	0.57
17	The board recognizes staff accomplishments.	5.00	5.57	0.57
31	Board policies are administered consistent with the intent of the policy.	5.14	5.86	0.71
32	The board has developed an ongoing system to review and update all policies annually.	4.71	5.57	0.86
49	The board requires proper accountability for the expenditure of school district funds.	5.00	5.86	0.86

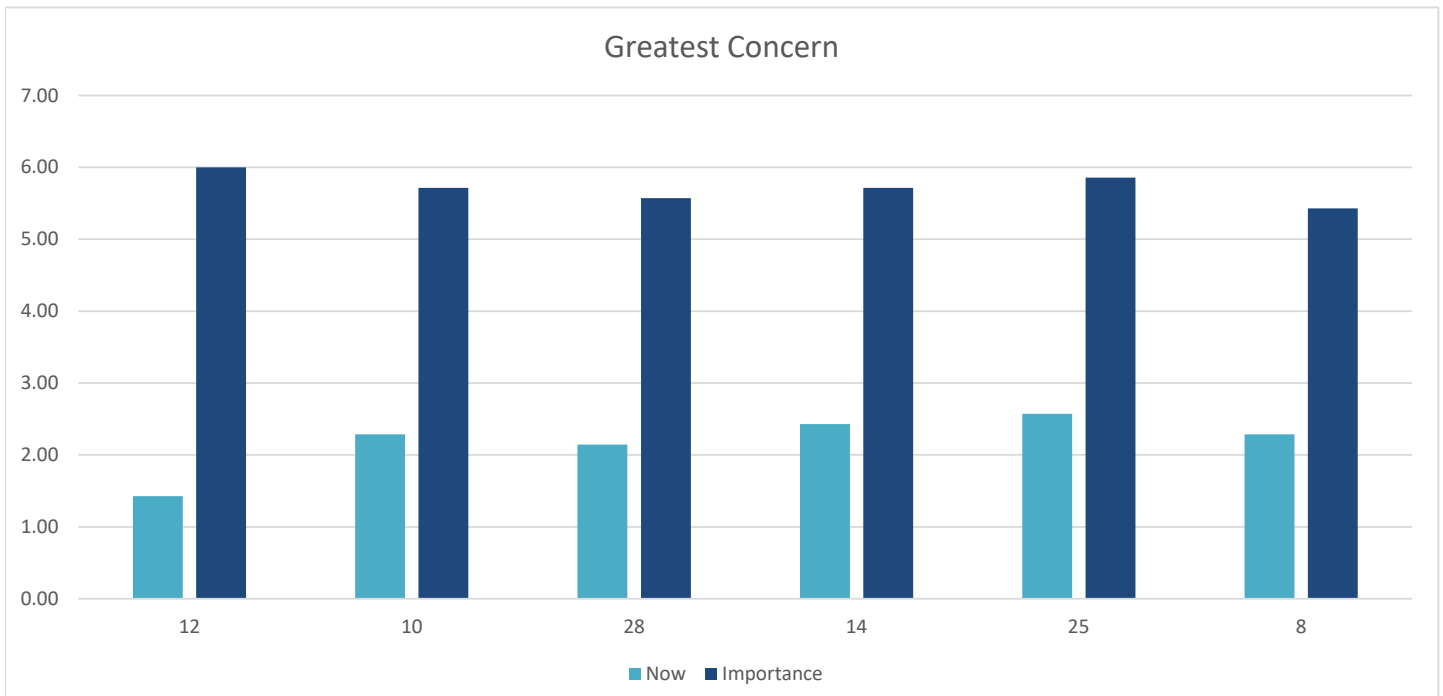


Top Six Items with Greatest Concern

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Highest Numbers

#	Statement	Now	Importance	Difference
12	The board and superintendent trust and respect one another.	1.43	6.00	4.57
10	Once a decision has been made, all members respect the decision and the board speaks with one voice.	2.29	5.71	3.43
28	The board regularly solicits input from the community when establishing the future vision of the district.	2.14	5.57	3.43
14	Our board and superintendent agree on how complaints or concerns to board members should be handled.	2.43	5.71	3.29
25	The superintendent's evaluation considers how well the superintendent has addressed the district goals.	2.57	5.86	3.29
8	The board is open and honest with each other, as well as administrators and is able to maintain an attitude of mutual trust and respect.	2.29	5.43	3.14



Additional Comments

- This board needs to learn it governs one employee the director. Most dysfunctional board I have ever served on.