HARVARD SCHOOL COMMITTEE
HARVARD, MASSACHUSETTS
SCHOOL COMMITTEE SELF EVALUATION INSTRUMENT

Scoring is done as follows:

1 Unsatisfactory — 3 Proficient — Note 0 = no rating

2 Needs Improvement — 4 Exemplary

Governance

3.28

	Keith	Kirsten	Patty	Bob	SusanMary	Maureen	Joe	Mary	Lorraine	
1	4	4	3	4	4	3.5	4	3	3	3.6
2	2	3	4	3	2	0	3	3	0	2.9
3	3	3	3	4	3	3.5	3	4	4	3.4
4	2	4	3	4	3	4	3	4	3	3.3
5	4	4	3	3	3	3	3	3	3	3.2

Member Relations

3.34

	Keith	Kirsten	Patty	Bob	SusanMary	Maureen	Joe	Mary	Lorraine	
1	2	3	3	4	3	4	3	4	3	3.2
2	2	3	4	4	4	4	3	4	4	3.6
3	3	3	4	4	4	3	4	4	4	3.7
4	3	3	3	3	2	4	3	4	3	3.1
5	3	4	3	2	3	3.5	3	4	4	3.3
6	2	3	4	3	3	3	3	4	4	3.2

Committee/Superintendent Relations

3.70

	Keith	Kirsten	Patty	Bob	SusanMary	Maureen	Joe	Mary	Lorraine	
1	3	3	4	4	3	3.5	4	4	4	3.6
2	3	3	4	4	3	4	3	0	3	3.4
3	4	4	4	4	4	4	3	4	4	3.9
4	3	4	4	4	3	3	3	4	4	3.6
5	4	4	4	4	4	4	4	4	4	4.0
6	2	4	4	4	4	4	4	4	4	3.8
7	3	4	3	4	3	4	4	4	4	3.7

Community Relations

3.40

	Keith	Kirsten	Patty	Bob	SusanMary	Maureen	Joe	Mary	Lorraine	
1	1	2	3	2	2	0	3	3	0	2.3
2	2	3	4	4	3	3.5	4	4	4	3.5
3	3	4	4	3	4	4	4	4	4	3.8
4	3	3	4	3	3	4	3	4	4	3.4
5a	3	4	4	4	4	3	4	4	4	3.8
5b	3	4	4	4	4	3	3	4	4	3.7
5c	3	4	4	3	3	3	3	4	4	3.4
5d	3	3	4	3	3	3	4	4	4	3.4
5e	3	3	4	4	3	4	4	4	4	3.7
5f	2	2	4	3	3	3	3	3	4	3.0

Conduct of Meetings

3.30

	Keith	Kirsten	Patty	Bob	SusanMary	Maureen	Joe	Mary	Lorraine	
1	4	4	3.5	2	3	3	4	4	4	3.5
2	3	4	4	3	4	4	4	4	4	3.8
3	2	3	3.75	4	4	3.5	3	4	4	3.5
4	2	3	4	4	2.5	3.5	3	4	3	3.2
5	3	3	4	1	3	3	3	4	4	3.1
6	3	3	3	3	3	3/4	3	4	4	2.9
7	3	3	4	3	3	3	3	4	4	3.3
8	3	3	3.5	2	3	3	3	4	3	3.1

Student Achievement

3.02

	Keith	Kirsten	Patty	Bob	SusanMary	Maureen	Joe	Mary	Lorraine	
1	1	2	4	3	3	3	3	3	4	2.9
2	2	3	4	2	2	3	3	3	4	2.9
3	2	2	4	3	3	3	3	3	3	2.9
4	3	3	2.5	2	3	3	3	3	3	2.8
5	3	3	3.5	4	3	3	3	3	4	3.3
6	3	3	4	4	3	3	3	3	4	3.3

Outcomes

	Keith	Kirsten	Patty	Bob	SusanMary	Maureen	Joe	Mary	Lorraine	3.54
1	4	4	4	4	4	4	4	4	3	3.9
2	3	3	4	3	3	4	3	4	3	3.3
3	4	4	3	4	4	3	3	4	4	3.7
4	3	3	3	3	3	3	3	4	3	3.1
5	3	3	3	4	3	3	3	4	0	3.3
6	4	4	4	4	4	4	4	4	4	4.0

HARVARD SCHOOL COMMITTEE

SCHOOL COMMITTEE SELF EVALUATION INSTRUMENT - 2014

Scoring is done as follows:

1 1- Unsatisfactory 2- Needs Improvement 3- Proficient 4- Exemplary

Governance

The school committee is a governing body, charged with setting the educational goals and objectives for the school system, adopting policies that enable the administration to achieve these goals and objectives, adopting a budget to provide necessary resources, the hiring and evaluation of the superintendent, and the ongoing review and evaluation of the school system's performance in fulfilling its

3.3

	Keith	Kirsten	Patty	Bob	SusanMary	Maureen	Joe	Mary	Lorraine
1 **The committee's policies are clear and up-to-date.**	Policy subcommittee has worked hard to review, revise and recommend updates to policy.	Policy subcommittee actively reviews policy and makes recommendations.	The policy committee has worked diligently this year to maintain the schedule implemented and will finish 2 major policy groupings by the May 2014.	The Committee is extremely diligent about maintaining and updating policies with the assistance of the Superintendent and the Policy Subcommittee.	The Policy Subcommittee has done an excellent job reviewing and updating policies	The committee has an effective policy review process in place.	Policy Subcommittee has maintained a yearly schedule that allows all policies to be updated in a timely fashion. Procedure in place for putting adopted and amended policies on HPS website must be revised.		Since the policies are constantly being updated, I don't think this could be a "4", and there has been some discussion on some causing them to not be as clear as possible.

		Keith	Kirsten	Patty	Bob	SusanMary	Maureen	Joe	Mary	Lorraine
2	**The committee has adopted a mission statement.**	Work in progress/not yet completed - see similar comments 2012 & 2013.	Mission statement in process as part of active strategic planning work	The strategic planning subcommittee has been working very hard to stay on schedule and will have a mission and vision statement by March 2014.	Expect this will get updated as part of the strategic planning review that is ongoing	Awaiting work from Strategic Plan	This one gets me every time. Not that I know of - or that I reference regularly. Let me know if we do!	Strategic planning committee currently addressing this need in a very comprehesive manner		I don't know!
3	**The committee regularly evaluates its progress relative to the goals and objectives that have been adopted.**			We have the best intentions to evaluate our progress and	The Committee sets annual objectives and evaluates its execution against them.	Goals are reviewed 2x year, and work on projects and subcommittees is regularly brought forward		Progress on Goals and Outcomes are reviewed and discussed by School Committee mid-year and late spring with specific information provided as needed during academic year		

	Keith	Kirsten	Patty	Bob	SusanMary	Maureen	Joe	Mary	Lorraine
4 **The committee refrains from involvement in the administration of the school system.**	Renewed vigilance is suggested here to reap the full benefits of separation of responsibilities .	Committee is conscientious of its role and consistently strives to maintain it	This is a difficult line to keep track of. Involvement is inevitable as so much we do involves what the administration does. But, I feel we manage it as best we are able.	The Committee clearly understands its primary role as a budget and policy body, and refrains from intertvention in management issues at the school building level.		Very clear roles are established and respected.			I think there has been an occasional 'stray' on this one.
5 **The committee members take part in educational workshops and conferences to help them make informed decisions**	Members attended the MASC/MASS joint conference & technology seminars.	Committee actively pursues its own PD (MASC, workshops,accesses resources as needed	We are very successful with a contingency participating in the MASS/MASC conference each year but I do not think we take advantage of other workshops as best we could.	A portion of members have done this in the current school year.	More involvement in current education trends or governance would be beneficial	The committee annually sends mambers to the NEASC conference.	School Committee participated in Educator Evaluation training and attend MASC conferences or are represented at conferences		Most do, but not all do or can participate.

Member Relations

Group dynamics and teamwork are an extremely important part of school committee success. Members can have strong opinions on issues yet still remain open-minded and willing to work out differences. How committee members treat each other goes a long way in affecting the ultimate success of the committee as a whole and as individuals.

3.3

		Keith	Kirsten	Patty	Bob	SusanMary	Maureen	Joe	Mary	Lorraine
1	**Members treat each other with courtesy and respect.**	Situations arose particularly in the first six months of the year that challenge these precepts.		There were some challenging periods during the past year and a half but I believe that courtesy and respect were maintained to a very reasonable level.	The Committee functions very harmoniously the great majority of the time.	We have certainly had disagreements this year, but members have been professional in getting personal issues resolved.	Having seen committee dynamics over the past 5 years, I find this to be a very cordial and productive committee.	School Committee Commentary is well utilized at bi-weekly mtgs. And often is used to acknowledge other members contributions to SC work.		Most of the time.
2	**All members are encouraged to voice opinions and take positions on issues**	Debate is infrequently pursued to the point of being spirited or controversial.	Encouraged, yes! Members,however, have very different rhythms and verbal styles.		The Chairperson encourages open dialog to make sure all aspects of a given issue are considered.	Input is always solicited and encouraged. No votes have been taken without discussion.	I agree and can attest that I am always asked my opinion, and am a non-voting member.			
3	**Members respect the will of the majority and support decisions once they are made.**				I am unaware of any case where a member has spoken out against a decision of the committee once it has		Consistently done	Several difficult decisions made with all members rerspecting majority vote and being able to move on to othver issues		

		Keith	Kirsten	Patty	Bob	SusanMary	Maureen	Joe	Mary	Lorraine
4	**Members share pertinent information with each other to prevent surprises and promote informed decision making.**			This is an area which could use some improvement	We do this, but the open meeting law makes this less fluid than it should be.	Several meetings this year resulted in members being upset because of the lack of collaboration and communicatio n	Information is regularly and readily shared.			There have been some surprises, but not many.
5	**Members "do their homework" and come prepared to make decisions.**		Much time/energy is put into preparation outside of meetings.	Another area which could use some improvement	Speaking just for myself, I need to be more thorough about this. Reading the packet prior to the meeting just isn't enough.		Meeting packets give members thorough information to be aware of what will be covered at the meetings.	I appreciate how diligent SC is at reading Supt. Reports and other documents in advance of SC meetings. It allows much to be accomplished at bi-weekly meetings		
6	**Members understand the role of the individual as part of the whole group.**	Instances arose where individual position(s) were not readily understood or appreciated.			No major issues here that I have observed. I suppose it could improve a bit.					

Committee/Superintendent Relations

The superintendent is a critical member of the management team, implementing school committee policies and leading the school system in the direction set by the school committee. The relationship between the committee and the superintendent is an area that deserves the utmost attention and care.

3.7

	Keith	Kirsten	Patty	Bob	SusanMary	Maureen	Joe	Mary	Lorraine
1 **The committee regularly evaluates the superintendent using a mutually agreed-upon process.**			The School Committee and Superintendent were both very proactive in this process	This is well organized and consistent process.	New review system to be tested later this year	The Superintendent is reviewed semi-annually which is an effective process	Established Supt. Eval process has been well implemented during past 2+ years		
2 **The types and frequency of communications are agreed to in advance.**						Communication from the Superintendent is timely and informative. There have been no surprises. This is one of Dr. Connelly's great strengths (there are many)			

		Keith	Kirsten	Patty	Bob	SusanMary	Maureen	Joe	Mary	Lorraine
3	**The superintendent is accessible to committee members.**	Dr Connelly goes out of his way be accessible at all times during and outside of business hours.	Amazingly available, morning, noon and night every day of the week		Joe is exemplary in making time for every issue and concern.	Joe is extremely approachable and helpful				
4	**Committee members contact the superintendent when seeking information.**		Excellent relationships have been fostered between Superintendent/members.			As needed, some more than others	No one on the committee would hesitate to contact J.C.			
5	**The superintendent informs the committee of major personnel decisions.**	Dr Connelly is a master communicator using email and phone to communicate important issues.	Yes. Superintendent can be counted on to communicate fully and regularly.		All personnel actions of significance are covered by the Superintendent in regular SC meetings as a matter of routine.	This is a regular update	Always	Every possible effort is made to keep SC informed of developing personnel matters,including tracting status of personnel salary acct. through-out the year		

	Keith	Kirsten	Patty	Bob	SusanMary	Maureen	Joe	Mary	Lorraine
6 **The superintendent and committee treat each other with mutual respect and professionalism**	The superintendent is occasionally bypassed in communications with senior administrators.		Dr Connelly is a true role model for treating each other with respect and this has proven to be a very positive part of our success.	As close to perfect as you can get.					
7 **Both the committee and the superintendent operate on a "no-surprises" model.**			Sometimes difficult to maintain at all times due to open meeting laws and late breaking news.	As close to perfect as you can get.			Every attempt is made to alert SC to developing issues that they may be called upon to take action and/or make comment.		

Community Relations

The school committee is the chief advocate for students in the community. As such, it needs to strive for a positive relationship between the community and the school system. The perception of the school system's quality impacts nearly all facets of the system, and is an integral component of school committee success in advocacy.

3.4

		Keith	Kirsten	Patty	Bob	SusanMary	Maureen	Joe	Mary	Lorraine
1	**The committee has a public relations plan for the school system.**	No plan exists - see similar comments offered in 2012 and 2013.	Nothing formal yet, although the committee is known for being responsive to the public.	This is an on going and consistent discussion.	Progres has been made in this area thanks to Patty, but more could be done.	We have procedures, but no official PR plan	Not that I am aware of, other than, a very transparent process for handling business - which is good PR	No actual plan exist but SC places a very high value on two-way communication as demonstrated by their efforts to keep public informed and to provide public with avenues to express their		
2	**The committee upholds the mandates of Massachusetts Open Meeting Law, fostering transparency and community input.**	An inadvertent OML lapse during the year serves as a reminder of the need for constant vigilance.		To the best of our ability. There were no blatant and intentional breaks of open meeting law.	The Committee is meticulous about compliance with the Open Meeting Law.	One violation this year was made public and corrected. Executive Session notes are being published but this needs to be managed ongoingly.		Every attempt is made to foster and promote respect for all aspects of Open Mtg. Laws		
3	**The committee works cooperatively with other branches of municipal government.**		Excellent relationships between boards, much to the credit of our Chair and Superintende nt		No issues; the SC maintains active liaison relatonships with all the major committees.	Good working relationships with Finance, CPIC, BOS, Safety Services		School Committee has maintained an on-going open and respectful relationship with all boards, especially BOS,		

		Keith	Kirsten	Patty	Bob	SusanMary	Maureen	Joe	Mary	Lorraine
4	**The school system regularly reports its own progress and accomplish-ments**			Between updates and regular agenda items - I feel this is covered in a regular and timely manner	A well organized	Press coverage of SC events is good, but we don't always do enough to push info out.	Processes including SIP's help formalize this process, but is further enhanced by our Principals reporting on various initiatives at SC meetings, and the	Through mid-year progress reports and year-end assessment of outcomes, plus annual self assessment of school committee effectiveness as a committee		
5	**Committee actions are accessible to the public via:**									
a	**Public Commentary Period**		Public commentary at both the beginning/end of meeeting is great idea!		This is a part of every SC meeting agenda.	Additional opportunity added at end of mtgs		Twice per meeting, plus open to audience participation on agenda items at all times		
b	**Submission of Testimony/ Letters**		Public has taken this opportunity on occasion		Letters are always published in the SC meeting packet.					
c	**Distinct contact with members (email, phone, in person)**		Very responsive school committee							

	Keith	Kirsten	Patty	Bob	SusanMary	Maureen	Joe	Mary	Lorraine
d **Accessible meeting places**		Yes, for regular meetings. Sometimes subcommittee locations are not ideal.		The public meeting room is only just adequate. A better space woould be desirable.	Not always ideal. A dedicated space would be an improvement.		Every effort is made to always conduct public meetings in accessible locations		
e **Cable broadcasts**		Yes, for meetings in Town Hall		Every meeting is broadcast live (or occassionally tape delayed) on the public access cable channel.					
f **District website accessibility/accuracy**	Stakeholder value will benefit by constant vigilance to keeping the site current and updated	Some regular updating needed. Website is not used to its max.	The website is greatly improved and much more user friendly but sometimes updates are missed but corrected as soon as	All documents of record are made available on the website.	Website review not performed regularly.	Agendas and minutes are published	Still attempting to develop logistics that would ensure timeliness of website postings		

Conduct of Meetings

The quality of school committee meetings affects not only the quality of committee decisions and committee credibility, but also the level of confidence the community has in the committee. School committee decisions can be made only at these meetings, which often provide the public its only "window" into the school system. The meeting agenda is planned jointly by the committee chairman and the superintendent, and must be adhered to by the committee.

3.3

		Keith	Kirsten	Patty	Bob	SusanMary	Maureen	Joe	Mary	Lorraine
1	**Committee members receive sufficient information far enough in advance to prepare for meetings**	Central Office consistently produce timely and high quality information packets for all meetings	Comprehensive packets efficiently distributed.	All good intentions are made to disseminate information in a timely manner, but occasionally information becomes available too close to the meeting to be able to get the information out in advance. This is generally explained and understood by the members of the committee.	The SC packet is distributed on the Friday prior to the Monday meeting. For me, a bit more time would be helpful.		This is done as best as possible.	School Committee Mtg. packets are detailed and attempt to provide SC with all relevant and necessary information		Sometimes it stays a bit.
2	**Public input is welcomed, and is done according to an established policy**		Public input is not only welcomed but encouraged.		Time is always provided for public comment on the SC agenda.					

	Keith	Kirsten	Patty	Bob	SusanMary	Maureen	Joe	Mary	Lorraine
3 **Full and sufficient debate is allowed.**	SC did not pursue thorough debate on TBS Science Lab RFP process.	Absolutely allowed but not as active as it could be.	Some debates are such that they could take hours and if that is the case, the committee will explore other ways to accommodate	The Chair consistently allows as much time for deabte as is required for a full airing of opinions and questions.		Sufficient debate is allowed, but is also well controlled to give sufficient time to all items on the agenda.			
4 **Discussion is focused on issues, not personalities.**	See above - School Committee dynamics			The group is very respectful of one another's opinions, and I have never observed things "getting personal".	There were meetings this year that were challenging due to a lack of collaboration and communicatio n between members				
5 **The physical setting is conducive to productive discussion and decision making.**			I look forward to the meetings being in The Bromfield School Media center. The present meeting space is adequate however.	The meeting table is cramped and not conducive to the use of technology.					I think some PP presentation s and presentation s with Elmo may be difficult for the TV viewing audience.

	Keith	Kirsten	Patty	Bob	SusanMary	Maureen	Joe	Mary	Lorraine
6 **Meetings are frequent enough to prevent overcrowded agendas.**			Agenda are very crowded but I would not want to increase the frequency of the meetings.	I'm not sure much can be done about crowded agendas.	Most meetings this year have ended on time or early	The amount of content covered by the committee is impressive. Agendas and time sensitivity have been very well handled.	The 2013/2014 school year has been extremely busy with agenda items sometimes not allowing full discussion of all items. Use of additional "special" meetings too allow full discussion is advised.		
7 **Meetings are focused and easy to follow with sufficient supporting documents available to the public.**				The agenda is always well organized and the time used is managed approriately.		Meetings are focued and follow the agenda. There are copies of meeting materials at the public meeting, but I believe most spectators do so from home.			

	Keith	Kirsten	Patty	Bob	SusanMary	Maureen	Joe	Mary	Lorraine
8 **Presentations, discussions and commentary are easily heard and seen by viewers watching broadcasted or taped meetings.**			Every attempt is made by members of the cable committee and members at the table to make this possible.	The room and A		I haven't seen one, but know people who do watch, so I believe this to be the case.			

Student Achievement

The Harvard School District has a tradition of high performing students. The school committee is responsible for maintaining and building upon the proper foundations for students to learn and achieve at the highest level possible. A critical role of the committee is to establish high quality standards and systems priorities focused on enhancing student achievement. It is essential that the committee keeps itself aware of student achievement, make corrections as necessary, keep the community informed of the status of the districts progress and to ensure that all functions of the school district work well together.

3.0

1 **The committee devotes sufficient time for informed discussion about student achievement and continued improvement in student learning.**	Informed discussion has been postponed - see also similar comments 2012 & 2013.	Would like more of this. Interested in discussing ways to do this.		While there are many issues aside from student achievement that need to be managed, iot is adequately covered.	I know we think we aren't doing this, but looking at agenda items they include updates on all aspects of student achievement. I think it would be great to develop an assessment.				Not sure about this one either

	Keith	Kirsten	Patty	Bob	SusanMary	Maureen	Joe	Mary	Lorraine
2 **The committee evaluates the effectiveness of professional development for improving student learning and achievement.**	No progress has been made - see also similar comments 2012 & 2013.	The PD Committee, school leadership present overview of PD time that matches state mandates/local initiatives.	This is an ongoing discussion and shown much improvement over the past few years.	We are starting to move in this direction. More progress needs to be made.	We have been asking for evaluative feedback from the PD Committee but I do not believe we have ever gotten it.				
3 **The committee monitors the progress of student learning in relation to improvement goals**	Improvement goals, relative to student learning, are not speifically or clearly defined -see above.	Not clear about how we should do this. Interested in discussing.			Updates from both principals occurs 2 x year.	Bi-annual review of SIP's	SC review and discussion ofSchool Improvement Plans and district wide standardized tests ocurs each year.		
4 **The committee mobilizes the community to support the goals for improving student learning and achievement.**		Although, I think the Science Labs are something we need to work on educating ourselves/public.	Not clear to me that this is entirely true based on conversations with some community members.	We could do better at this.	We regularly have community input on subcommittees	In the ways appropriate - for example, in gleaning support for things like class size, technology, etc.	Through School Council liaisons and periodic update and review of Strategic plans		
5 **The committee ensures there is strong leadership for improving instruction in ways that result in improved**	It is neither clear what goals are in place nor how the district measures improved student learning.	Committee ensures there is strong leadership but I am unclear about how we are assessing student learning.		The Committee is very focused on ensuring that we have strong leadership at both the elementary	Department Leaders is a great step this year.	Progress this past year with additional department heads selected.	SC has put the structure in place to ensure this is ongoing.(K-12 curriculum leaders)and approved funding for K-12 curricular		

		Keith	Kirsten	Patty	Bob	SusanMary	Maureen	Joe	Mary	Lorraine
6	**The committee discusses/reviews legal mandates and rules related to improving student learning.**	It is presumed that adoption of the "Common Core" will improve student learning.	This is the minimum standard, however; as a district what is our standard?	The superintendent and administrative teams have been very proactive with keep the school committee updated on changes and plans of action	Mandates are a big issue, and are getting the right amount of attention.	Joe is good about bringing these to SC's attention	The Superintendent always makes the committee aware of legal mandates that affect the district policy or the need to adopt new policy.			Comments

Outcomes

		Keith	Kirsten	Patty	Bob	SusanMary	Maureen	Joe	Mary	Lorraine
1	Permanent Superintendent who has the skills and experience to lead the Harvard Schools has been hired by February 1st and a written transition plan has been approved by the School Committee by March 1st or within 30 days of hiring the Superintendent. The transition plan has been implemented successfully by June 30th with regular reporting provided to the SC at appropriate	Goal accomplished - transition plan is a challenging work in progress.		We have been so fortunate to have had Dr Connelly for the past three years and am looing forward to having Dr Dwight become the next superintendent.	Accomplished		Transition is well underway. The ability of Dr. Dwight to work with Dr. Connelly over this extended time period is extremely adventageous.	New Supt. Transition plan in progress with adequate PD funding built into the FY 15 budget to support this initiative.		On track, not June 30th yet.

	Keith	Kirsten	Patty	Bob	SusanMary	Maureen	Joe	Mary	Lorraine
A Technology Study has been defined and approved for FY15-17 by June 2014. Committee Members have been identified and have begun work on the Study by November 13th. The Study, which includes a staff survey concerning current use and future technology needs has been completed by January 31, 2014.	Not accomplished to original timeline - but excellent work in progress.	In process!	Gretchen Henry and Chris Boyle and the technology subcommittee are doing a great job of planning our Future technology needs and what directions we hope to go in.	In progress	Timeline has been adjusted. Work is in progress.	Through the budget process, the expansion of the wellness program (staff & curriculum) has been addressed. Program implemented at Bromfiled so far seems to be a great addition to the program.	In progress and meeting identified completion dates		2013?
Wellness Program has been reviewed and recommndations for expanding the wellness curriculum and staffing at both HES and TBS have been made by January 31st, 2014. Members have been identified for the Wellness Committee by October 31st,	Goal accomplished. A combination of funding sources for the K-12 program identified and secured.	A district wide commitment to wellness has been ongoingly evident!		Accomplished	Budget was increased to cover positions based on recommendations by the administration		Same comment as above		

	Keith	Kirsten	Patty	Bob	SusanMary	Maureen	Joe	Mary	Lorraine
A new five-year FY15-19 Harvard School Strategic Plan has been developed and approved by June 30, 2013. A consultant or consulting group has been hired by November 30, 2013 to work with and assist a Strategic Planning Committee which has been identified and approved by the School Committee by Octoer 1, 2013. Regular Progress Reports have been made to the School Committee no less than 3 times during the school year, and a presentation has been made of the full plan by June 30, 2014.	Work in progress and on track for completion within the specified time.		The Strategic Plan is off to a great start with Core Values, a Vision and a Mission being orchestrated by a remarkable group of members of the school district and the community. I am confident that we will have a Strategic Plan that will be relevant, useful and measureable.	In progress	In progress	Underway	Same comment as above		

	Keith	Kirsten	Patty	Bob	SusanMary	Maureen	Joe	Mary	Lorraine
During the months of January and June 2013 the Superintendent and his or her designees will provide the School Committee with an implemented progress report that demonstrates how the Harvard Public Schools K-12 Wellness program is being implemented in grades K-12.	Wellness K-5 scheduled for FY15. G6 - G12 updates provided.			Accomplished		2014?	Same comment as above		

	Keith	Kirsten	Patty	Bob	SusanMary	Maureen	Joe	Mary	Lorraine
A new contract between the School Committee and the Harvard Teacher's Association has been successfully negotiated and agreed to by both parties by June 30, 2014. By February 1, preparatsions have been completed for the collective bargaining process by the Superintendent and the School Commitee Collective Bargaining Subcommittee which will comprise the information necessary to guide the subcommittee and their representative(s) during the negotation process.	The SC negotiating subcommittee worked long and hard to secure a new three year HTA contract.	Great job HTA and negotiating subcommittee !	Thanks to the great leadership of Dr Connelly and SusanMary Redinger and the HTA, a contract was negatioated in a timely and respectful way and both sides were updated as needed during the entire process.	Accomplished			HTA/HSC contract negotiations were successfully ratified by mid-year allowing FY15 budget to be completed developed and finalized in a timely manner.		

HARVARD SCHOO
HARVARD, MASS
SCHOOL COMMITTEE SELF E

Scoring is done as follows:

1 Unsatisfactory
2 Needs Improvement
3 Proficient
4 Exemplary

	2012	2013	2014
Governance	3.12	3.05	3.28
The committee's policies are clear and up-to-date.	3.44	3.44	3.61
The committee has adopted a mission statement.	2.29	2.25	2.86
The committee regularly evaluates its progress relative to the goals and objectives that have been adopted.	3.50	3.22	3.39
The committee refrains from involvement in the administration of the school system.	3.44	3.44	3.33
The committee members take part in educational workshops and conferences to help them make informed decisions	2.94	2.89	3.22
Member Relations	3.69	3.63	3.34
Members treat each other with courtesy and respect.	3.88	3.89	3.22
All members are encouraged to voice opinions and take positions on issues	3.94	3.89	3.56
Members respect the will of the majority and support decisions once they are made.	3.94	3.78	3.67
Members share pertinent information with each other to prevent surprises and promote informed decision making.	3.50	3.44	3.11
Members "do their homework" and come prepared to make decisions.	3.25	3.33	3.28

Members understand the role of the individual as part of the whole group.	3.63	3.44	3.22
Committee/Superintendent Relations	3.78	3.63	3.70
The committee regularly evaluates the superintendent using a mutually agreed-upon process.	3.56	3.67	3.61
The types and frequency of communications are agreed to in advance.	3.29	3.25	3.38
The superintendent is accessible to committee members.	3.94	3.88	3.89
Committee members contact the superintendent when seeking information.	3.94	3.56	3.56
The superintendent informs the committee of major personnel decisions.	4.00	3.88	4.00
The superintendent and committee treat each other with mutual respect and professionalism	3.94	3.78	3.78
Both the committee and the superintendent operate on a "no-surprises" model.	3.81	3.44	3.67
Community Relations	3.26	3.47	3.40
The committee has a public relations plan for the school system.	2.14	2.38	2.29
The committee upholds the mandates of Massachusetts Open Meeting Law, fostering transparency and community input.	3.63	3.56	3.50
The committee works cooperatively with other branches of municipal government.	3.53	3.44	3.78
The school system regularly reports its own progress and accomplish-ments	3.13	3.22	3.44
Committee actions are accessible to the public via: Public Commentary Period	3.25	3.78	3.78

Submission of Testimony/ Letters	3.57	3.63	3.67
Distinct contact with members (email, phone, in person)	3.50	3.78	3.44
Accessible meeting places	3.57	3.67	3.44
Cable broadcasts	3.50	3.67	3.67
District website accessibility/accuracy	2.75	3.56	3.00
Conduct of Meetings	3.36	3.20	3.30
Committee members receive sufficient information far enough in advance to prepare for meetings	3.21	3.25	3.50
Public input is welcomed, and is done according to an established policy	3.13	3.33	3.78
Full and sufficient debate is allowed.	3.79	3.78	3.47
Discussion is focused on issues, not personalities.	3.79	3.67	3.22
The physical setting is conducive to productive discussion and decision making.	3.57	2.89	3.11
Meetings are frequent enough to prevent overcrowded agendas.	3.00	2.75	2.89
Meetings are focused and easy to follow with sufficient supporting documents available to the public.	3.43	3.22	3.33
Presentations, discussions and commentary are easily heard and seen by viewers watching broadcasted or taped meetings.	3.00	2.75	3.06
Student Achievement	2.87	2.92	3.02
The committee devotes sufficient time for informed discussion about student achievement and continued improvement in student learning.	2.75	3.00	2.89

The committee evaluates the effectiveness of professional development for improving student learning and achievement.		2.64	2.50	2.89
The committee monitors the progress of student learning in relation to improvement goals		3.13	3.25	2.89
The committee mobilizes the community to support the goals for improving student learning and achievement.		2.56	2.63	2.83
The committee ensures there is strong leadership for improving instruction in ways that result in improved student learning.		3.00	2.89	3.28
The committee discusses/reviews legal mandates and rules related to improving student learning.		3.13	3.25	3.33
Outcomes	n/a		3.12	3.54

L COMMITTEE
SACHUSETTS
VALUATION INSTRUMENT