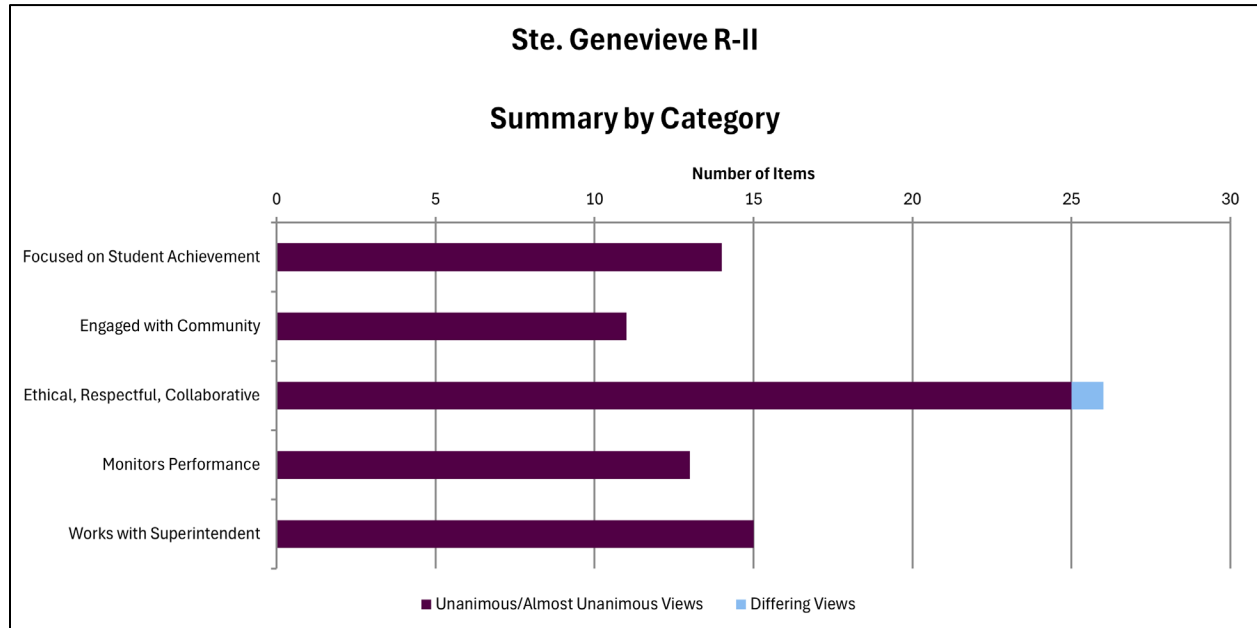


December 10, 2025

Dear Ste. Genevieve R-II Board Members:

Thank you for using MSBA's Board Self Evaluation (BSE) tool to evaluate your performance on effective governance practices organized into five categories. Below is a snapshot of your results.



The detailed summary results of your responses to the BSE are attached and an overview of those results is provided on the following pages.

As you recall, this was the scale used to rate your responses to the governance statements:

- Strongly Agree - have sufficient data, examples or other information that *confirms* this statement
- Agree - have some data, examples or other information that *confirms* this statement
- Disagree - have some data, examples or other information that *contradicts* this statement
- Strongly Disagree - have sufficient data, examples or other information that *contradicts* this statement
- Don't Know - do not have data, examples or other information to respond

You may want to note the following information:

- Statements in which responses suggest unanimous or almost unanimous views/opinions – 7/0 or 6/1.
- Statements in which there are differing view/opinions – 5/2, 3/3/1, 4/3, 4/2/1 or similar combinations.
- Any number with a \* means one or more board members indicated *Don't Know*.

A few additional comments are also provided in each category that might aid in your discussion. These are not all-inclusive but reflect some highlights we observed.

**Category 1: The Board Is Focused on Student Achievement**

Unanimous/Almost Unanimous Opinions

1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14

Differing Opinions

Celebrations: The board has a clear focus on student achievement, is knowledgeable about areas of improvement and challenges, and uses achievement data to inform decisions.

Opportunities for Growth: Discuss how you aligned your focus on student achievement. What do (or will) you do to ensure you maintain that focus when you have turnover in board members and/or administrative leadership?

**Category 2: The Board Is Engaged with the Community**

Unanimous/Almost Unanimous Opinions

15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25

Differing Opinions

Celebrations: The board and superintendent engage a variety of community members to support district priorities. The board and superintendent regularly provide information to stakeholders and ask for their input. Survey data is used to develop strategies for improvement. Student and staff successes are celebrated.

Opportunities for Growth: To what do you attribute the comprehensive approach to two-way communication and engagement with stakeholders? How are you measuring the impact of your engagement efforts?

**Category 3: The Board Is Ethical, Respectful, and Collaborative**

Unanimous/Almost Unanimous Opinions

26, 28, 29, 30, 31, 32, 33, 34\*, 35, 36, 37, 38, 39,  
40, 41\*, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51

Differing Opinions

27

Celebrations: Board members seem to feel valued and also value the opinions of their colleagues. Positive, respectful communication. Board stays focused on the agenda and maintain confidentiality.

Opportunities for Growth: Discuss what you have done to foster a positive culture among board members. Like other categories, reflect on what you can do to ensure this continues. Discuss if you think mentorship for new board members would be useful.

**Category 4: The Board Monitors District Performance**

Unanimous/Almost Unanimous Opinions

52, 53, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63, 64

Differing Opinions

Celebrations: The board receives and understands a variety of data. The board uses data to monitor CSIP goals and district improvement.

Opportunities for Growth: Create a list of the types of data the board receives. Identify:

- The evidence/data you appreciate receiving from the district
- The evidence/data you think is missing that would better inform the board

- The format of data presentations that are most useful in developing your understanding
- The data or presentation of data format that is most challenging for you to understand

**Category 5: The Board Works with the Superintendent**

Unanimous/Almost Unanimous Opinions

65, 66, 67, 68, 69, 70, 71, 72, 73, 74, 75, 76, 77,  
78\*, 79

Differing Opinions

Celebrations: The board and superintendent appear to have a positive, respectful relationship. The board and superintendent collaborate on the superintendent evaluation process.

Opportunities for Growth: Discuss what the board does to support the superintendent's ability to make operational decisions (examples). Consider if there is anything you think would strengthen the superintendent evaluation process.

Thank you for taking the time to reflect on your board's governance practices. If you have any questions, would like to request an MSBA facilitator, or need information about anything, do not hesitate to reach out.

Sincerely,



Phyllis Barks, Senior Director  
Leadership Development