



## Board 360° Evaluation Questions

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The following is a list of board self-evaluation questions, organized by the four dimensions of a faith-based school for which the board is ultimately responsible. Questions not labeled as “open-ended” will have a scale from very satisfied to very dissatisfied. Each satisfaction scale question is followed by an open-ended field with the question, “What if anything could be improved?”

### ***Sample Introduction to the Evaluation Instrument:***

Self-reflection is a key component in strengthening our relationship with God. Perhaps the most important thing a board can do to assure it is leading the school in the accomplishment of its mission is to evaluate itself and work on areas where it can improve. This evaluation is built around the Board's responsibilities for the [four dimensions](#) of a faith-based school: Apostolic, Pedagogical, Community and Business

Please take some time to complete the following evaluation questionnaire to help Board leadership focus the Board's own development efforts where they can be most fruitful. Checking boxes about how satisfied you are with various aspects of the Board's work will be helpful, but it will be even more helpful if you take time to use the comment fields to tell us how we can improve, especially in those areas where you are not currently satisfied.

If you feel you can be more candid if you are anonymous, you are not obligated to input your name. If you do, reporting to the board as a whole will not include names associated with answers. Board leadership, however, may want to follow up for more information or suggestions based on your answers.

This is not the appropriate vehicle for singling out individual people for criticism, since we plan on sharing the results with the whole Board. The evaluation should take between 10 and 20 minutes to complete, depending on the extent of your comments. Until you click the final DONE button, you may leave the survey and come back to it with the same device and all completed pages will be saved. Please complete the evaluation by DATE so that the results can be used for our DATE Board retreat.

If you have any questions, please contact the evaluation instrument designer at [jackpeterson@managingformission.com](mailto:jackpeterson@managingformission.com).

Thanks for helping us to be the best board we can be,  
XXXX  
Board Chair

XXXX  
Governance Committee Chair

[Questions not labeled as “open-ended” will have a scale from very satisfied to very dissatisfied.]

**I. Apostolic Dimension**

**a. Board Spiritual Formation**

- i. How satisfied are you that the Board has sufficient knowledge of the school’s faith principles to help prepare it for decision-making?
- ii. How satisfied are you with the programs for spiritual formation of Board members?
- iii. How satisfied are you with the Board Retreat?
- iv. How satisfied are you with your understanding of spirituality on which the school is based and how it impacts your role as a Board member?

**Open ended:**

- v. What formation opportunities, other than those at Board meetings, do you remember participating in this year?

**b. Mission reflected in Policies**

- i. How satisfied are you that the mission statement is clear, appropriate for the next 3-5 [5-10] years?
- ii. How satisfied are you that the Board understands how the school is carrying out its apostolic mission?
- iii. How satisfied are you that the Board respects the appropriate confidentiality of deliberations and speaks with one voice?

**c. Board Discernment**

- i. How satisfied are you with the Board’s overall effectiveness in the decision-making and policy-setting process?
- ii. How satisfied are you that the Board receives adequate background information to prepare it for key decisions?
- iii. How satisfied are you with material sent to you prior to board meetings?
- iv. How satisfied are you with the Board Policy Manual (a compendium of policies and procedures established by the Board)?
- v. How satisfied are you with the formats used for meeting minutes?
- vi. How satisfied are you with the Board self-evaluation process?

**Open-ended:**

- vii. Are there any changes you’d recommend from any previous Board experiences or other experiences you’ve had?

**d. Stewardship**

- i. How satisfied are you with the Board’s ability to identify financial, legal and ethical risks the school might be exposed to?

**Open-ended:**

- ii. Is there anything that should be addressed by the Board that is overlooked?

**II. Pedagogical Dimension**

**a. Board Education**

- i. How satisfied are you with the Board’s understanding of the school program (both within and beyond the curriculum)?
- ii. How satisfied are you with the Board’s overall understanding of current issues and trends in education?

**b. Personal involvement**

- i. How satisfied are you with the opportunities you are given to be present at school events?
- ii. How satisfied are you with your own participation in school events?

**Open-ended:**

- iii. What campus activities do you remember participating in this year?

**c. Monitoring programs**

- i. How satisfied are you with how school news is shared with you?
- ii. How satisfied are you with the length of oral reports about the school at the Board meetings?
- iii. How satisfied are you with the quality, quantity, and presentation of information about the school provided to the Board?

**d. Generative Conversations**

- i. How satisfied are you with the Board's ability to have deep discussions about important issues?

**III. Community Dimension**

**a. Board membership**

- i. How satisfied are you with your own individual effectiveness on the Board (attendance, participation, knowledge and understanding of issues, etc.)
- ii. How satisfied are you with the size of the Board?
- iii. How satisfied are you that the Board contains a sufficient range of qualities (expertise, members of our sponsoring order, external relationships, ethnic and gender diversity, etc.) to make it an effective Board?
- iv. How satisfied are you with the selection and recruitment of new members of the Board?
- v. How satisfied are you with the length of terms for Board members?
- vi. How satisfied are you with the process of selection and tenure of the Board Chair?
- vii. How satisfied are you with the attendance and participation of all Board members?
- viii. How satisfied are you with the orientation for new Board members?

**Open-ended:**

- ix. Are you enjoying your membership on the Board? Why or why not?
- x. What do you feel you have accomplished while on the Board?

**b. Board Committees**

- i. How satisfied are you with the committee structure and what committees have been asked to do?
- ii. How satisfied are you that the work of each committee is directly related to accomplishing the strategic goals?
- iii. How satisfied are you with the committee membership, including non-board members.

**Open-ended:**

- iv. Would you like to have a different role on the Board or on the Board's committees than you currently have?

**c. Community Connections**

- i. How satisfied are you with the Board's effectiveness in representing and promoting the school in the community?

- ii. How satisfied are you with the relationship between the Board and the school's Religious Community?
- iii. How satisfied are you with the relationship between the Board and the local Province?

**Open-ended:**

- iv. Do you get community recognition for your service on the Board?

**d. Developing the Chief Administrative Officer**

- i. How satisfied are you that the role of the Board and the role of the Administration are clearly defined?
- ii. How satisfied are you with the relationship between the Board and the Administration?
- iii. How satisfied are you with the evaluation process for the Chief Administrative Officer?

**IV. Business Dimension**

**a. Financial Oversight**

- i. How satisfied are you that the school is meeting its current and long-range financial goals?
- ii. How satisfied are you that you, as a Board member, have a good grasp of the school's financial status and that your fiduciary responsibility is being fulfilled?

**b. Strategic Planning**

- i. How satisfied are you with the school's Strategic Plan?
- ii. How satisfied are you that the goals of the Strategic Plan drive almost everything the Board does?
- iii. How satisfied are you that Board members are appropriately involved in strategic planning?

**c. Fundraising**

- i. How satisfied are you with the Board's understanding of the school's fundraising goals and strategies?
- ii. How satisfied are you with the Board's involvement in fundraising for the school?

**d. Annual Board Goals**

- i. How satisfied are you that the Board has established clear and appropriate priorities for its own work?

**V. General comments about the Board or this self-evaluation process:**

More information on [board best-practices](#) and other issues for faith-based schools, including [books](#), free [videos](#) and [downloads](#), is available at [www.managingformission.com](http://www.managingformission.com).