



TO: Rules, Policy, and Governance Committee, Tennessee Public Charter School Commission

FROM: Tess Stovall, Executive Director, Tennessee Public Charter School Commission

DATE: October 11, 2021

SUBJECT: 2021 Commissioner Self-Evaluation

Background

Aligning with national best practices for charter school authorizers, Commission staff provided a self-evaluation survey to Commission members. Commissioners were given the opportunity to reflect on their work as a body through a survey, and the survey open from August 27th through September 28th. Six of nine commissioners completed the survey during this time frame. This memo summarizes the feedback received and intends to focus and guide recommendations from this committee as we move into 2022. The detailed feedback is included at the end of the memo.

Areas of positive feedback from Commissioners

Below are the areas receiving the most positive feedback as a body:

- Area 1, Commission Structure: The Commission's committee structure received positive feedback regarding the structure and stated purposes for standing committees.
- Area 2, Dynamics & Functioning: Commissioner and staff collaboration to improve Commission processes and accountability measures for authorized schools.
- Area 3, Governance & Structure: Public meetings have been orderly and efficient for members. Commissioners also expressed satisfaction with the strategic planning process to date.
- Area 4, Financial Reporting & Internal Controls: The Commission's multi-year financial planning, and prudence of Commission staff concerning accuracy and availability of budget documents.

Areas of opportunity and growth from Commissioner feedback

Below are the areas receiving the most feedback for growth and opportunity as a body:

- Given the pandemic, our interactions have been limited up to July. There is a noted desire to continue building relationships between Commissioners and staff.
- Strategic planning that will continue to advance charter school education.
- Proactive engagement with local stakeholders to share the Commission's vision and purpose.

Major Accomplishments

Below are the most significant accomplishments noted by the body:

- Seeing the Charter Commission transform from concept to operational school district efficiently.
- Commissioners consider hiring of Executive Director a major cornerstone to the body's successful operations.

Detailed Feedback

Area 1: Commission Structure

- **83%** of Commissioners agree or strongly agree that Commission membership has a diverse combination of experiences and skills that support Commission decisions.
- **50%** of Commissioners agree or strongly agree the Commission approves and authorizes schools that demonstrate the capacity to operate a high-quality public charter school. *
- **80%** of Commissioners agree or strongly agree that Commissioners regularly review data to ensure authorized schools are successful and accountable for their results. *
- **83%** of Commissioners agree or strongly agree that Committees are structured with a clear purpose and adequately balance cohesiveness among members and workload.
- **83%** of Commissioners agree or strongly agree that the characteristics and skills of members are being properly applied to the various issues that come before the Commission.
- **66%** of Commissioners agree or strongly agree that Commissioners work collaboratively to achieve organizational goals and frequently reference them.

Area 1: Commission Structure

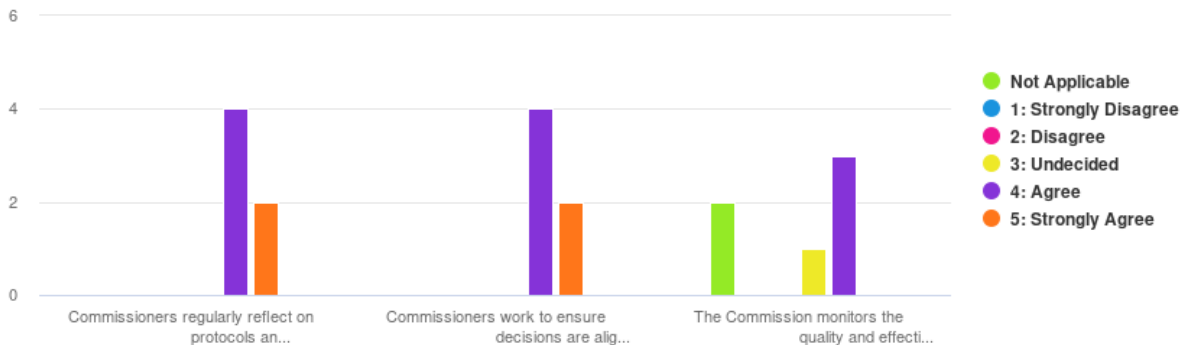


*Excludes N/A responses.

Area 2: Dynamics and Functioning

- **100%** of Commissioners agree or strongly agree that Commissioners regularly reflect on protocols and are proactive in working with staff to improve processes.
- **100%** of Commissioners agree or strongly agree that Commissioners work to ensure decisions are aligned to the supervisory responsibility of the organization.
- **75%** of Commissioners agree or strongly agree that the Commission monitors the quality and effectiveness of the authorized charters to ensure student success. *

Area 2: Dynamics and Functioning

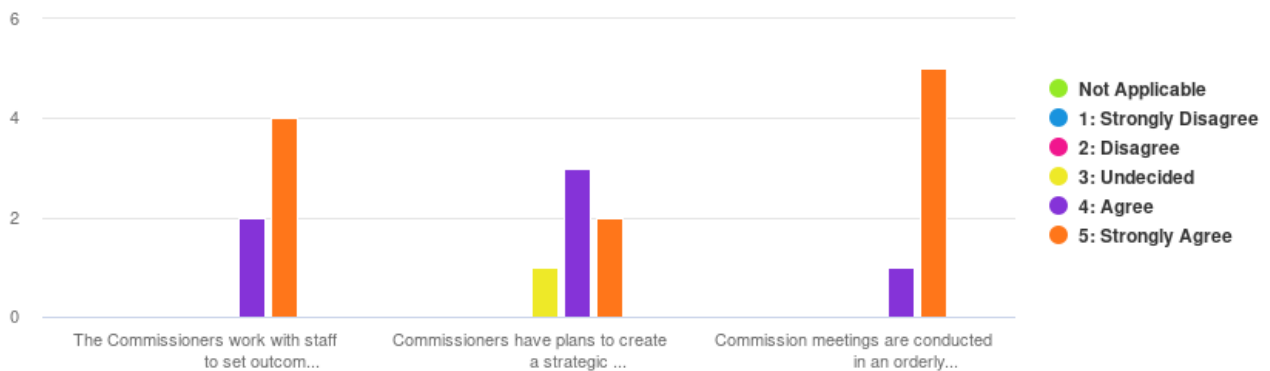


*Excludes N/A responses.

Area 3: Governance & Strategy

- **100%** of Commissioners agree or strongly agree that the Commissioners work with staff to set outcome-based metrics and targets for all Commission business.
- **100%** of Commissioners agree or strongly agree that Commissioners have plans to create a strategic plan based on the stated mission and values to guide decision-making.
- **100%** of Commissioners agree or strongly agree that Commission meetings are conducted in an orderly, efficient manner.

Area 3: Governance & Strategy



Area 4: Financial Reporting & Internal Controls

- **100%** of Commissioners agree or strongly agree that the Commission staff and members work to ensure economical spending and accurate records.
- **100%** of Commissioners agree or strongly agree that the Commission actively reviews multi-year financial plans, engage in robust conversations about resource allocation, and acts to achieve fiduciary compliance.
- **100%** of Commissioner agree or strongly agree that Commissioners regularly receive and review reports on the financial status of the institution.

Area 4: Financial Reporting & Internal Controls

