DPS BOARD

SURVEY RESPONSE THEMES

1. **Do you see yourself being compliant with GS9 & GP10?**

   100% of respondents stated they are compliant with both GP9 & GP 10.

2. **What supports your compliance with GP9 & GP10?**

   Some respondents shared they are honest, respectful, and seek to understand before passing judgment in their engagement with other board members. They shared they are focused on issues and not individuals and try to focus on shared goals and avoiding surprises. They feel they do well at addressing concerns privately while still supporting board integrity publicly.

   Other respondents felt compliance with GP9 and GP10 is an area that the board as a whole needs work. They shared that when the two policies were adopted there was an understanding that more work would be done and additional comments from the past board retreat would be discussed for possible changes to the policies.

3. **What enables your noncompliance with GP9 & GP10?**

   Some respondents felt they work to be compliant with the policies but still make mistakes. They shared they try to focus on the impact of noncompliance rather than their good intentions.

   Some respondents struggle with having no recourse for holding board members accountable for bad behavior. They shared that other board members enable bad behavior from other board members. They shared that the fear of retaliation for calling on bad behavior is real and the concern of what the media would do was also a fear.

4. **Do you see other board members compliant with GP9 & GP10?**

   Sixty (60) percent of respondents felt that other board members were not compliant with these policies and the other twenty (20) percent answered "neutral" to the question. When comparing the responses to question number 1 and this question the feedback shows that ALL respondents feel they are compliant with the policies, but only twenty (20) percent felt others are compliant.

5. **What factors impact other board member compliance?**

Some respondents shared that "End Statements" and policies being referenced in public impact compliance. They shared that keeping a focus on "shared goals" support compliance. Some stated that individual beliefs and egos played a role in impacting compliance. Some felt that it is premature to evaluate others' compliance when the policies have yet to be revised with a full board understanding of what is meant and intended by the specifics of the policies.

6. **What factors impact other board member noncompliance?**

General themes in response to this question are as follows:

- Lack of honest, respectful, and productive communication
- Lack of focus on collective goals
- Lack of listening to understand
- Lack of trust
- Lack of seeking credible information
- Lack of a common vision
- Fear of retaliation
- Lack of praise
- Lack of self-awareness and self-accountability
- Lack of common understanding/interpretation of policy language
- Inability and fear of holding colleagues accountable

7. **What would it take to increase your compliance with GP9 & GP10?**

Responses to this question centered on two points; one, the policies need to be revised and two, all board members need to be consistent in their application of the policies. There was also reference to a "self-assessment" form. One important statement indicated that "There needs to be some form of a truce moving forward."

8. **What are the barriers to increasing your compliance with GP9 & GP10?**

Respondents shared their compliance would increase if their colleagues also complied with the policies. They shared that there needs to be some way for members to hold one another accountable for violations to the policies. There seems to be two camps on the board and some people feel they are pressured to pick a camp.

9. **What would it take for other board members to increase their compliance with GP9 & GP10?**

Respondents shared the following themes in answer to this question: they indicated that there needs to be a shared understanding of the policies, universal acceptance of said

policies, self-assessment, accountability, time limits, and ceasing of weaponized Policy Governance.

10.   What are the barriers to others increasing their compliance with GP9 & GP10?

Responses indicated that the most significant barriers to increasing compliance are self-interests, egos, mistrust, and varying belief systems.

11.   How do you see noncompliance with GP9 & GP10 impacting the board's level of effectiveness?

Some respondents shared they do not feel non-compliance with the policies has a significant impact on the board's effectiveness. Others stated that the lack of compliance does impact the board's effectiveness, prevents the board from being cohesive and healthy and in turn effects the board's ability to move policy forward.

12.   How does the board's compliance with GP9 & GP10 impact your constituents?

There is concern that non-compliance impacts public perception of the board, impacts effective operations, and becomes a distraction for staff and the superintendent. Some felt that constituents do not have confidence that the board is acting in the best interests of DPS.

13.   How does the board's compliance with GP9 & GP10 impact the superintendent?

The responses to this question seemed to be on both ends of the spectrum. While some respondents felt the superintendent should be worried with meeting the "Ends Statements" and not about the board dynamics, others felt the board dynamics are a distraction to the superintendent and his staff's ability to be effective. Some felt the voters will ultimately resolve the board dynamics and others felt that the ineffectiveness and dysfunction of the board directly and negatively impact the superintendent and operations and waiting for the voters to resolve the issues would not a timely option.

14.   How does the board's compliance with GP9 & GP10 impact students?

Respondents indicated that everything the board does impacts students, not only through policy but in creating a positive board image and role modeling good behavior and leadership for students.

15.   How does race impact the boards work?

Some respondents stated that because systemic racism exists, race therefore impacts everything the board does. Other respondents shared an acknowledgement that race

impacts everything the board does but stated that the manner in which race conversations are happening are not always healthy and productive. Some shared that fear was a reason some members engage in unproductive ways when it comes to responding to or supporting racial issues. All agreed that better understanding of race and cultural norms need to continue to be a priority.

16. **How does gender impact the boards work?**

Some respondents shared that, like race, gender is a significant factor in the board's tenuous dynamics and unhealthy engagement. Some felt that male members tend to dominate conversations, and this causes frustration and anger during board meetings.

17. **How does the potential risk of being labeled a racist impact how you engage as a board member?**

Some respondents stated there are no concerns about being labeled a racist when considering how they engage with other members and the board as a whole. Others indicated that this is a significant problem and are very concerned with being labeled racist or anti-black and were concerned with retaliation both during meetings and on social media.