



MINNESOTA SCHOOL BOARDS ASSOCIATION

EXECUTIVE SEARCH SERVICES

Transition Workshop

Developing first-year goals and expectations
for the School Board and Superintendent

Cornerstones - Standards

School Boards

Conduct & Ethics

Including: Recognize the school board team consists of school board members and the superintendent and evaluates its performance at least annually.

Vision

Structure

Including: Select and employ one person – the superintendent – as the school district's chief executive officer to lead and manage the school district.

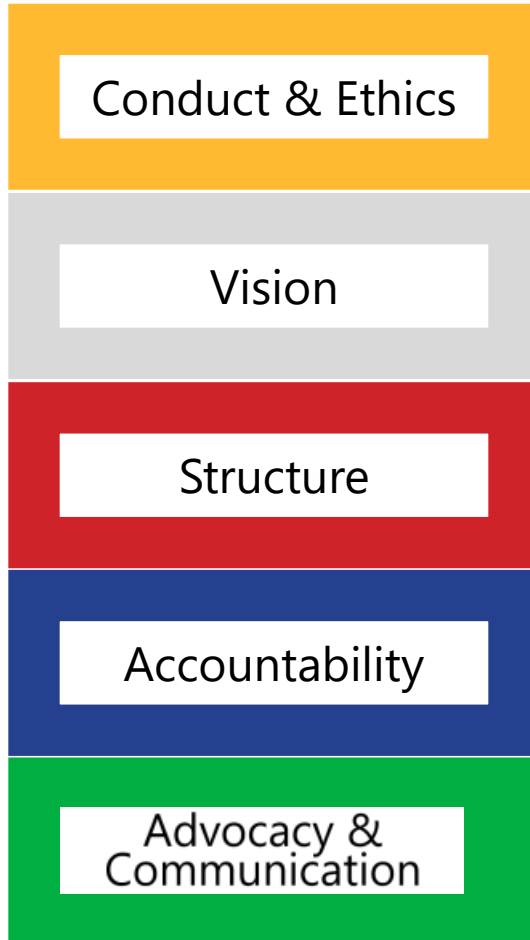
Accountability

Including: Evaluate the superintendent's performance at least annually.

Advocacy &
Communication

Cornerstones - Standards

School Boards



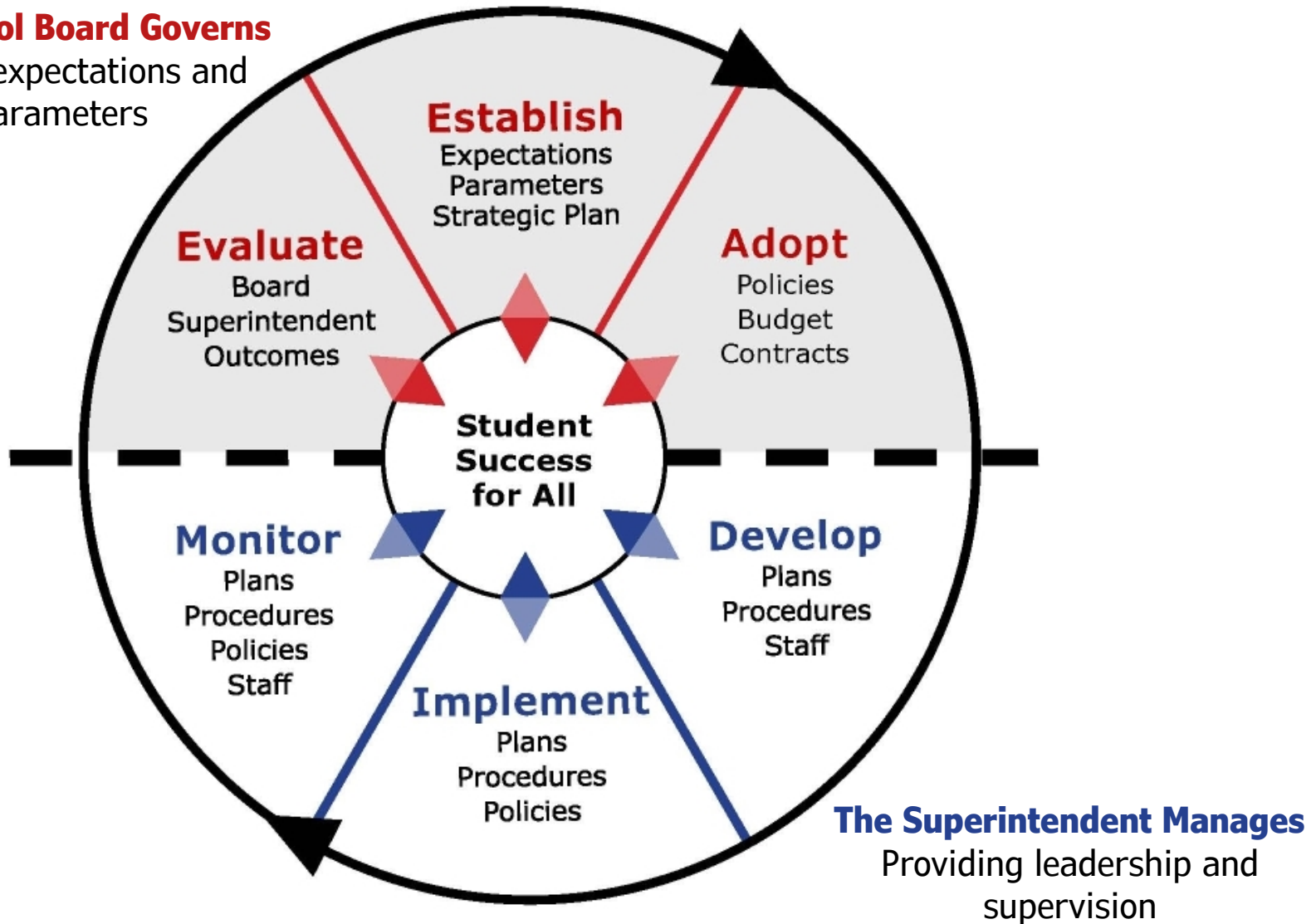
Superintendents



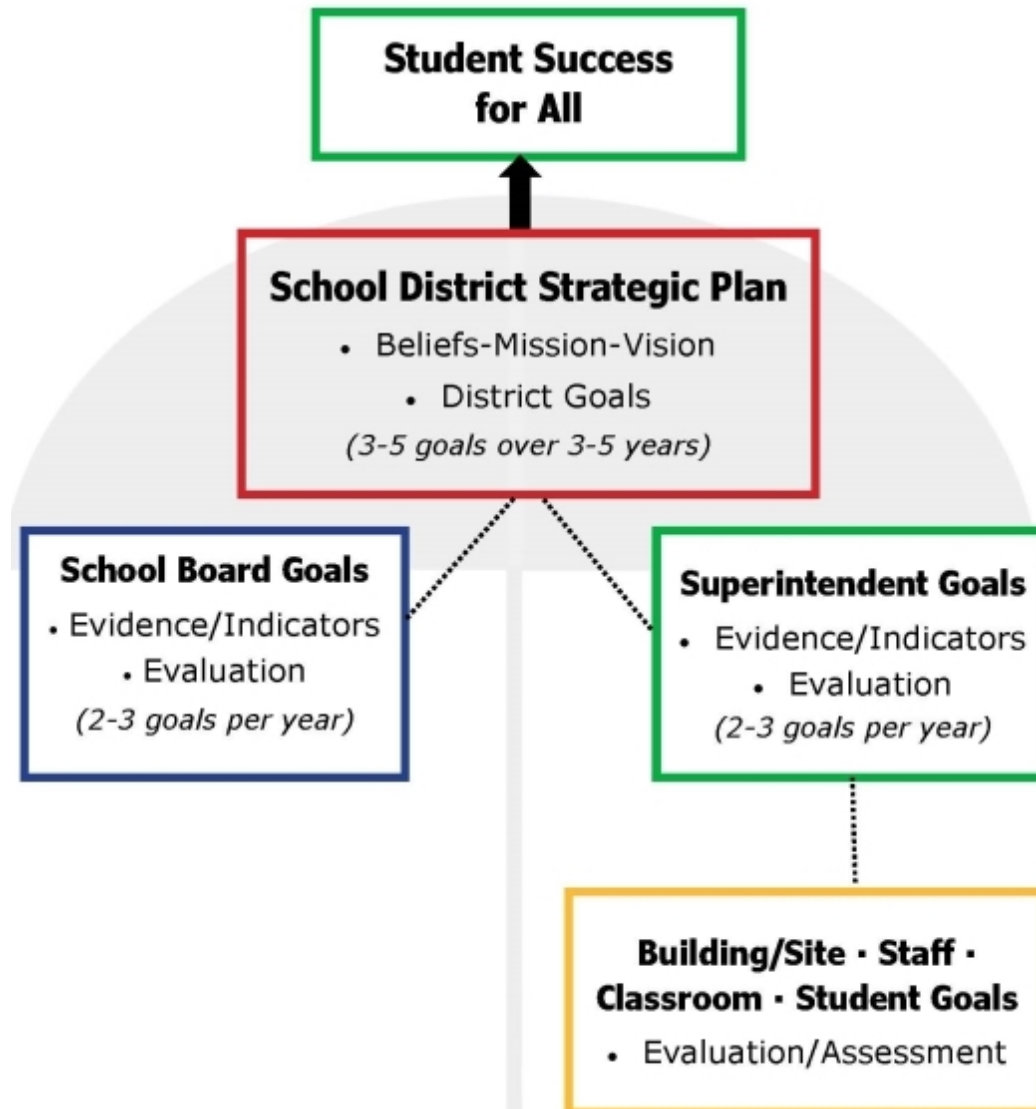
Board Governance Model

The School Board Governs

Setting expectations and parameters



Integration of Goals Toward a Common Plan



Evaluation “DOs and DON’Ts”

DO

- Develop a process
- Collaborate
- Use agreed-upon ratings and provide written feedback
- Compile one final combined evaluation summary
- Allow time to discuss the results

DON’T

- Appoint an evaluation committee
- Manage the evaluation alone
- Use only the agreed-upon ratings without providing written feedback
- Provide individual evaluation summaries
- Conduct one-way communication

Three Step Process

1. Establish goals and select standards
2. Schedule and hold a mid-year (formative) evaluation
3. Schedule and hold an end-of-year (summative) evaluation

Reminders

- Minnesota's Open Meeting Law
- Minnesota's Government Data Practices Act



COMMUNICATION. COLLABORATION. CLARITY.

THANK YOU
Questions?



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