Board Goals Work Session Agenda | 11/5/26

Date: November 5, 2026 | **Time:** 5:00 PM (45-Minute Workshop Following Regular Business)
Location: Abilene ISD Board Room
Participants: Board of Trustees & Dr. Joe Waldron (Superintendent)
Facilitators: Board President Blair Schroeder & Dr. Joe Waldron

Session Intent & Desired Outcomes

- **Unified Alignment:** Leave aligned on **4-5 high-level, Board Outcome Goals** that are measurable, time-bound, repeatable, relevant and memorable.
- **Trustee Ownership:** Frame goals directly around themes from Superintendent Waldron's 1-on-1 interviews with all 7 board members.
- **Quarterly Progress Monitoring:** Establish the commitment to build explicit **Goal Progress Measures (GPMs)** reported quarterly (using the LIFT/MAP assessment cadence as a live exemplar).

45-Minute Workshop Agenda

1. Welcome & Context Setting (5 Minutes)

- **Lead:** Board President Blair Schroeder
- **Action & Framing:**
    - Opens the session following regular business and sets a collaborative, methodical tone.
    - Frames the meeting around the "Body of 8" governance model—establishing high-level board goals that guide district movement, the "**directional beacon**" and give clear direction to the superintendent.
    - Outlines the 45-minute objective: We will review synthesized trustee themes, edit 5 core goal buckets in real-time, and confirm next steps for target setting.

2. Thematic Report-Out: Synthesizing Trustee Voice (10 Minutes)

- **Lead:** Dr. Joe Waldron
- **Action & Framing:**
    - Joe reports on common themes gathered during his individual 1-on-1 listening sessions with trustees: "*Based on our individual conversations, here is what you shared as the highest priorities for our students, staff, and community.*"
    - Refer to the District Developed One Pager
    - Presents the **Five Proposed Goal Categories and Board Voice Themes** for real-time review:

1. **Excellent Academics:** Anchored by the **North Star Goal** (*75% of Abilene ISD students in A or B rated seats by* 2028–2029), making a connection to AISD's SGS work.

2. **Facilities and Programming:** Focused on sustaining and development of the best programing for our students in modern, updated, well maintained facilities while removing barriers for student access.

3. **Sustainability and Stewardship**: Focused on moving into fiscal stabilization and strategic action centered around benefits and compensation.

4. **Talent and Development**: Focused on professional growth, leadership pipelines, and instructional capacity intentionally preparing the future leaders in the district for their next steps.

5. **Culture:** Focusing on strategic enrollment practices, district wide culture, and development of confidence among our community.

3. Board Reaction, Live Editing & Completeness Check (15 Minutes)

- **Lead:** Board President Blair Schroeder & Dr. Joe Waldron (Co-Facilitated) with support from Larkin Tackett
- **Action & Framing:**
  - Open the floor so **every board member has a voice**.
  - Joe participates as "1 of 8," listening and facilitating real-time edits to the high-level goal statements on screen.
  - **The "Completeness Check":** Blair ask the key prompt: *"Is everything represented across these five buckets, or is anything critical missing?"*
  - *Larkin's Facilitation Note*: Keep discussion focused on macro outcomes. (Safeguard against getting bogged down in operational tactics or individual administrative preferences).

4. Grounding in Targets & Quarterly Monitoring Cadence (10 Minutes)

- **Lead:** Dr. Joe Waldron
- **Action & Framing:**
  - We just developed the "G" of the GOST
    - G - Goals - NSG
    - O - Objectives - 100% of K-8th grade Reading and Math Classrooms will have HQIM.
    - S - Strategies - Create system of support in implementation and delivery of HQIM
    - T - Tactics - Grants - PLC and LIFT

- Briefly walk through how these macro goals will translate into numeric baseline targets and multi-year trajectories (e.g., establishing realistic timelines for RLA/Math proficiency and seat quality).
- Introduce the **Goal Progress Measure (GPM) Framework**: Clarify that the board will receive regular, transparent quarterly updates on leading and lagging indicators—modeled directly after the district's LIFT/MAP beginning-, middle-, and end-of-year data reporting cadence.

5. Consensus Check & Next Steps (5 Minutes)

- **Lead:** Board President Blair Schroeder
- **Action & Framing:**
  - Confirm board consensus on the finalized 4-5 goal buckets and wording.
  - Preview the final set of board goals will be brought to the next board meeting
  - **Next Steps for District Staff:** Clarify that the district's senior leadership team will take these board-approved goals post-session to build internal workstreams, leading and lagging indicators, and the quarterly progress scorecard for formal board adoption.