

## Superintendent and Board Goals 2020

### Background:

Many school boards focus across four sets of goals and try to seek alignment among the different levels of goals:

- a) **District Goals** – Goals for the overall district;
- b) **Board Goals** – These are specific to the board team and its governance;
- c) **Superintendent Goals** – These allow for a clear understanding of expectations for the superintendent's next evaluation; and
- d) **Building Goals** – Individual sites may have goals specific to their sites that relate back to the district's goals.

When the board met 14 months ago during its July 18, 2019, meeting, we discussed holding a school board retreat to identify superintendent and school board goals.

### IASB Strategic Retreat:

On this same date last year, Tuesday, September 17, 2019, we met at 5:00 P.M. in the conference room of Iowa Specialty Hospital here in Belmond.

Our retreat was facilitated by Harry Heiligenthal, Leadership Development Director for the Iowa Association of School Boards (IASB).



Harry Heiligenthal,  
IASB Leadership  
Development  
Director

Mr. Heiligenthal helped us narrow our focus to those issues that could potentially have the greatest effect on students and their learning. By the end of the retreat, we identified two board and adjacent superintendent goals:

<p><b>Goal 1:</b> <b>The board will</b> improve its understanding related to district efforts to improve instruction and student learning.</p>	<p><b>Goal 1:</b> <b>The Superintendent will</b> provide leadership for the board's understanding of, and administrator/staff efforts to improve instruction and student learning.</p>
<p><b>Goal 2:</b> <b>The board will</b> enhance its knowledge related to PBIS (improving culture and climate.)</p>	<p><b>Goal 2:</b> <b>The superintendent will</b> provide leadership for the board's understanding of, and administrator/staff implementation/success of PBIS (improving climate and culture.)</p>

### Recommended Action:

I suggest to the school board that we discuss whether we want to maintain our current goals going forward in this year, or if we want to update and change our goals.