



2025-2026 School Board Goals

Goal 1: Hire and onboard a new superintendent in the 2025–2026 school year.

Key Actions:

- Select and contract with a qualified search firm.
- Design and implement a transparent and inclusive superintendent search process that reflects community and staff voice.
- Plan and execute a strong onboarding process for the new superintendent in collaboration with the Leadership Team.

Key Indicators of Success:

- Successful hiring of a superintendent aligned with district values and vision.
- Smooth onboarding with clear goals, timelines, and support structures.
- Positive stakeholder feedback on the transparency and inclusivity of the hiring process.

Goal 2: Strengthen district stability and sustainability while making measurable progress toward strategic plan goals and student success indicators.

Key Actions:

- Limit introduction of new initiatives to preserve focus and capacity.
- Prioritize and align current district strategic plan initiatives based on impact and feasibility.

- Promote and provide authentic, engaging learning experiences that meet the needs of future-ready learners and enhance the district's appeal to families.

Key Indicators of Success:

- Demonstrable growth across student performance indicators, disaggregated by student group, as defined in the district's data metrics plan.
 - Ongoing evaluation of academic and social-emotional support systems based on identified student needs and outcome data.
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Goal 3: Maintain a balanced budget and fiscal integrity while upholding district quality and strategic priorities.

Key Actions:

- Practice transparent fiscal stewardship through inclusive processes, shared accountability, and alignment with board policies.
- Collaborate with district leadership—including the Superintendent and Executive Team—to explore a system to identify potential budget reductions while preserving core educational quality.
- Analyze enrollment trends and redefine resident enrollment capture rates.
- Review and, as appropriate, approve the renewal of existing local funding and assess potential new funding mechanisms.

Key Indicators of Success:

- Balanced annual operating budget aligned with board policy.
 - Clear, shared understanding and timeline of levy renewals and necessary board actions.
 - Maintenance of AAA bond rating and fund balance within board policy guidelines.
 - Successful collective bargaining agreements that support fiscal health and educational priorities (e.g. fiscally responsible agreements that support recruitment, retention, and student outcomes).
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Goal 4: Enhance School Board governance effectiveness through continuous development and evaluation.

Key Actions:

- Engage in board development opportunities focused on governance, equity, and strategic oversight.
- Hold a minimum of two board retreats annually to strengthen board effectiveness, review goals, and reflect on governance practices.
- Refine and implement a Superintendent goal-setting and evaluation process aligned with board priorities.
- Conduct a board self-evaluation in the 2025–2026 school year to assess strengths, challenges, and areas for improvement.

Key Indicators of Success:

- Board governance receives positive ratings in annual stakeholder surveys (e.g. stakeholder groups: staff, families, administrators).
 - Completion of the board's self-evaluation with identified follow-up actions.
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