

# Board Goals & Performance Measurement Program

The purpose of this Board Goals & Performance Measurement Program is to provide a structured process for the school board to evaluate its effectiveness as a governing body. The framework is designed to help the board fulfill its responsibilities in governance, community engagement, and long-range planning, while also supporting the superintendent and district staff in the pursuit of academic excellence. This program emphasizes accountability, transparency, and continuous improvement by setting clear goals, adopting measurable standards, and engaging in annual self-assessment. The board's commitment to self-evaluation serves as a model for the entire district and reflects a dedication to student success and community trust.

## Annual Measurement Scale:

Each goal will be measured at the end of the evaluation cycle using the following scale:

- **Complete** – The goal was fully achieved as intended.
- **Significant Progress** – The goal was largely achieved with measurable impact, though some components remain in progress.
- **Limited Progress** – The goal was partially achieved, but substantial work remains.
- **No Progress** – The goal was not advanced during the evaluation cycle.

## Timeline for the School Board Evaluation Cycle

Summer (July–August)	The board confirms the district's vision, mission, and core values, and develops the annual goals for the district.
Fall (Sept–Oct)	The board defines annual objectives with measurable targets and aligns them to district goals. Orientation and mentoring for new trustees begins.
Winter (January)	The board conducts a mid-year formative assessment to review progress toward goals.
Spring (Apr–May)	Trustees complete self-evaluations. The board finalizes superintendent evaluation and reviews district performance data.
Summer (June)	Workshop held with superintendent to review results, set professional development, and establish goals for the next year.

## Section 1: Governance & Leadership

The board demonstrates strong leadership by governing effectively, supporting the superintendent, and modeling ethical standards. This includes a commitment to efficient meetings, orientation and mentoring of new members, and alignment with the superintendent's priorities. Ethical leadership is central to the board's work, ensuring decisions are made in a fair, respectful, and responsible manner.

### Goals:

- Ensure meetings are conducted effectively and efficiently.
- Provide training and mentoring for new board members.
- Support the superintendent's priorities through aligned board action.
- Demonstrate ethical leadership in all decisions.

### Measurement Tools:

- Agendas aligned with district goals; meetings completed on schedule.
- Formalized new trustee orientation and mentoring program.
- Superintendent evaluation completed on time with evidence of progress.
- Annual board self-assessment includes ethics review.



## **Section 2: Community Engagement & Trust Building**

The board fosters trust by engaging the community, advocating for resources, and maintaining open communication with all stakeholders. Board members demonstrate a strong commitment to academic excellence by ensuring that community interests are reflected in board decisions and that educational opportunities are promoted for all students. Trust is built through transparency, collaboration, and a consistent focus on student achievement.

### **Goals:**

- Advocate for funding and resources to support district priorities.
- Strengthen communication and collaboration with stakeholders.
- Demonstrate a strong commitment to academic excellence by monitoring key student outcome measures.
- Celebrate and advocate for co-curricular and extracurricular opportunities (Fine Arts, Athletics, CTE, UIL) as part of a well-rounded student experience.
- Support the pursuit of district distinctions and recognition that highlight academic and program excellence.

### **Measurement Tools:**

- Records of advocacy efforts (meetings, testimony, grants).
- Annual community survey results and engagement data.
- Regular communication channels maintained (newsletters, forums, social media).
- Quarterly board review of student achievement data including STAAR, CCMR, graduation rates, and attendance.
- Documentation of student participation levels in co-curricular and extracurricular programs.
- Monitoring of district distinctions and recognition progress.

## **Section 3: Master Planning & Strategy for District Preparedness**

The board ensures long-term sustainability by overseeing financial preparedness, ensuring inclusive decision-making, and prioritizing safety and security. This work aligns district operations with the shared vision and allows all segments of the community to contribute meaningfully to the planning process. By adopting a master planning approach, the board promotes stability and readiness for both current needs and future growth.

### **Goals:**

- Maintain financial preparedness through timely adoption of a balanced budget.
- Ensure district planning and decision-making include meaningful community input.
- Prioritize safety and security of students, staff, and facilities.

### **Measurement Tools:**

- Balanced budget adopted on time with clean audit opinion.
- Documented stakeholder engagement in planning processes.
- Annual updates to the facilities master plan.
- Regular safety and security audits reviewed by the board.
- Documentation of emergency drills and board safety reviews.