

## Superintendent and Board September 2022 Goal Retreat

### 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.

### Previous IASB Retreat:

The Belmond-Klemme Board of Directors met on Tuesday, September 17, 2019, at 5:00 P.M. in the conference room of Iowa Specialty Hospital in Belmond. Our retreat was facilitated by Harry Heiligenthal, Leadership Development Director for the Iowa Association of School Boards.

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>

### IASB Strategic Retreat:

Board Development Director Lou Ann Gvist offered to provide a similar retreat next fall. She wrote, "I can help you out with a custom workshop focused on a new (or reaffirmed) set of board and superintendent goals. Late summer is a great time. How about if you select two dates from the following weeks for me to hold for you? Here is my availability: Aug 29, 30, 31, Sept 1, 7, or 8.



### Recommended Action:

What date would the Board like to set for a retreat?