



Board of Education

Goals for 2020-21

- 1** Build Board Unity
- 2** Develop and Conduct Superintendent Search and Transition Plan
- 3** Student Achievement
- 4** Improve Community Relations
- 5** Proactive 2021 and 2020/2021 learning plan
- 6** Ensure resources Aligned to District and Board Priorities

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Goal	What will success look like	Proposed Measurement	Responsible Party	Status
Build Board Unity	Reduced Distractions	Conduct facilitated board member orientation/retreat for all members including the superintendent by mid March (President)	President	Complete
	Board members model behavior that emphasizes trust, teamwork, and shared accountability	Hold one social event quarterly to facilitate camaraderie	President	Complete
	Demonstrate civility and respect at all times especially in the midst of conflict and disagreement	Host history sessions to provide background on key internal issues currently impacting the Board	President	Complete
	Members base decisions on available facts and independent judgement	Develop BOE individual member education plan by February 28	Policy Committee	Complete
		Develop a policy manual for the Board led by the Policy committee by June	Policy Committee	Partially Complete
		Board members demonstrate empathy, listen to each other, and are willing to consider alternative solutions to problems	All	Complete
		Establish Board norms	Policy Committee	Complete
		Promote education of Board members. Each new Board member has taken at least 1/2 of the courses needed to obtain accreditation.	President	Complete



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Goal	What will success look like	Proposed Measurement	Responsible Party	Status
Develop and Conduct Superintendent Search and Transition Plan	Successful transition of superintendent and interim	Develop plan and timeline for search by mid February	Superintendent Committee	Complete
	Community and staff feel more engaged	Develop goals and measurement criteria for interim superintendent by mid February	Superintendent Committee	Complete
	Goals and vision established so we know and agree on what we are looking for	Identify and establish measurement criteria for Herrera as consultant by mid February	Superintendent Committee	Complete
	Identify superintendent who will focus on addressing our priority areas (equity, data, transparency)	Engagement community by March	Superintendent Committee	Complete
		Board members trained on evaluation — ongoing	President	Complete
		Identify areas of need from former superintendent consulting contract	President	Complete



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Goal	What will success look like	Proposed Measurement	Responsible Party	Status
Student Achievement	We have proactive plans to address achievement gaps	Develop goals for curriculum and instruction by June	Academic Excellence Committee	Complete
	We have developed policies to focus on achievement and equity	Devote more time on agenda for curriculum and instructional matters including review of data	President	Complete
	We regularly review data to inform decision making	Develop more frequent reporting and cadence including educational programs overall, specific subject matters and assessment results	Academic Excellence Committee	Complete
	The Board is educated on and understands District data	Host Board workshop on understanding data	President	Complete



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Goal	What will success look like	Proposed Measurement	Responsible Party	Status
Improve Community Relations	Community feels heard Board has regular two-way communication with community groups	Establish Community engagement committee by end of February	President	Complete
		Host Community engagement forums (e.g. Coffee and conversation)	Community Engagement Committee	Postponed due to Covid
		Quarterly PTA Meet and Greet	President	Postponed due to Covid
		Board Participation with OCSBA	President	Complete
		District development of customer service standards	Superintendent	Complete
		Satisfaction Surveys	Superintendent	Complete
		Respond to all correspondence within 24-48 hours	President	Complete
		Recognize contributions to the school by local citizens	Community Engagement Committee	Postponed due to Covid



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Goal	What will success look like	Proposed Measurement	Responsible Party	Status
Proactive 2020/2021 Learning Plan	We are forward thinking and proactive in planning.	Engage in Listening Sessions with the community	Community Engagement Committee	Complete
	We discuss continuity of learning regularly.	Identify opportunities to address racial sensitivities	HR Committee	Complete
	We have summer engagement plans.			



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Goal	What will success look like	Proposed Measurement	Responsible Party	Status
Ensure resources are aligned to Board and District Priorities and Goals	Successfully conclude contract negotiations on time	Identify priority areas for FY 21 budget amendment by March	Finance Committee	Complete
	Give reasonable consideration to staff needs/desires	Identify priority areas for FY 22 budget by June	Finance Committee	Complete
	We are both competitive and cooperative	Align financial and human resources to priority areas	Finance Committee	Complete
	Board understands the range and scope of negotiations and settlement patterns both regionally and statewide	Complete negotiations by summer	HR Committee	Complete
	We are fiscally sound	Ensure Board members trained on contract negotiations	President	Complete