

LEA: Oakes Public School			Years: 2023-2024		
Month	Student Outcome Goals GPMs	Guardrails GPMs	Leadership Evaluations	Trainings	Other
August	Goal 3-Choice Ready, GPM 3.1, 3.2			ND Innovation Academy	
September	Goal 1,2,3 Summative				
October	Goal 1-Reading, GPM 1.1,1.2,1.3		Board Self- Evaluation	NDSBA Conference	
November	Goal 2- Math, GPM 2.1,2.2,2.3		Superintendent Eval- Nov. 15		
December	Goal 3-Choice Ready, GPM 3.1, 3.2				
January	Goal 1-Reading, GPM 1.1,1.2		Board Self- Evaluation		
February	Goal 2- Math, GPM 2.1,2.2			NDSBA Negotiation Conference	
March	Goal 1-Reading, GPM 1.1,1.2,1.3		Superintendent Eval- March 15		
April	Goal 2- Math, GPM 2.1,2.2,2.3		Board Self- Evaluation		
May	Goal 3-Choice Ready, GPM 3.1, 3.2	Guardrail 3 (Baseline)- Communication, GPM 3.1, 3.2			
June	Goal 1-Reading, GPM 1.1,1.2,1.3	Guardrail 1 (Baseline)- Engagement, GPM 1.1, 1.2, 1.3		New Board Member Orientation	
July	Goal 2- Math, GPM 2.1,2.2,2.3	Guardrail 2 (Baseline)- Effective Instruction, GPM 2.1, 2.2, 2.3	Board Self- Evaluation	Annual Board Retreat ND DPI Board Member Boot Camp	

LEA: Oakes Public School			Years: 2024-2025		
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August	Goal 3-Choice Ready, GPM 3.1, 3.2			ND Innovation Academy	
September	Goal 1,2 Summative				
October	Goal 1-Reading, GPM 1.1,1.2,1.3		Board Self- Evaluation	NDSBA Conference	
November	Goal 2- Math, GPM 2.1,2.2,2.3		Superintendent Eval- Nov. 15		
December	Goal 3-Choice Ready, Summative GPM 3.1, 3.2	Guardrail 3-Communication, GPM 3.1, 3.2			
January	Goal 1-Reading, GPM 1.1,1.2,1.3	Guardrail 1-Engagement, GPM 1.1, 1.2, 1.3	Board Self- Evaluation		
February	Goal 2- Math, GPM 2.1,2.2,2.3	Guardrail 2-Effective Instruction GPM 2.1,2.2		NDSBA Negotiation Conference	
March	Goal 1-Reading, GPM 1.1,1.2,1.3		Superintendent Eval- March 15		
April	Goal 2- Math, GPM 2.1,2.2,2.3		Board Self- Evaluation		
May		Guardrail 3-Communication, GPM 3.1, 3.2			
June	Goal 1-Reading, GPM 1.1,1.2,1.3	Guardrail 1-Engagement, GPM 1.1, 1.2, 1.3			
July	Goal 2- Math, GPM 2.1,2.2,2.3	Guardrail 2-Effective Instruction, GPM 2.1, 2.2, 2.3	Board Self- Evaluation	Annual Board Retreat	

LEA: Oakes Public School			Years: 2025-2026		
Month	Student Outcome Goals GPMs	Guardrails GPMs	Leadership Evaluations	Trainings	Other
August	Goal 3-Choice Ready-Summative GPM 3.1, 3.2, 3.3	Guardrail 4-Community Relations, PM 4.1			
September		Guardrail 5-Financial Stewardship PM 5.1		Be Legendary Team Training	Goal 1, 2, 3 Monitoring Special Education Tax Levy Hearing Final Budget Approved
October	Goal 1-Reading-Summative GPM 1.1,1.2,1.3		Board Quarterly Self- Evaluation Superintendent Eval- (Nov. 15)	NDSBA Conference	
November	Goal 2- Math-Summative GPM 2.1,2.2,2.3				
December	Goal 3-Choice Ready GPM 3.1	Guardrail 2-Effective Instruction, PM 2.1, 2.2, 2.3			
January	Goal 1-Reading GPM 1.1,1.2,1.3	Guardrail 1-Engagement PM 1.1, 1.2, 1.3	Board Quarterly Self- Evaluation		Revisit Guardrail GPM 2.1, 2.2, 2.3 that end in May 2026. Continue to monitor through school year 2026-2027.
February	Goal 2- Math GPM 2.1,2.2,2.3	Guardrail 3-Communication PM 3.1, 3.2	Superintendent Eval- (March 15)	NDSBA Negotiation Conference	
March	Goal 3-Choice Ready GPM 3.1				
April	Goal 3-Choice Ready GPM 3.2, 3.3		Board Quarterly Self- Evaluation		
May	Goal 1-Reading GPM 1.1, 1.2, 1.3	Guardrail 2-Effective Instruction, PM 2.1, 2.2, 2.3			Board Operating Procedure Manual Review
June	Goal 2- Math GPM 2.1,2.2,2.3	Guardrail 1-Engagement PM 1.1, 1.2, 1.3			Annual Election
July	Goal 1-Reading-Summative	Guardrail 3-Communication PM 3.1, 3.2	Board Quarterly Self- Evaluation	Annual Board Retreat	Annual Reorganization Meeting

LEA: Oakes Public School			Years: 2026-2027		
Month	Student Outcome Goals GPMs	Guardrails GPMs	Leadership Evaluations	Trainings	Other
August	Goal 2-Math--Summative	Guardrail 4-Community Relations, PM 4.1			Begin Process of revisiting Student Outcome Goals with end date of Spring 2028
September	Goal 3-Choice Ready-Summative	Guardrail 5-Financial Stewardship PM 5.1		Be Legendary Team Training	Goal 1, 2, 3 Monitoring Special Education Tax Levy Hearing Final Budget Approved
October	Goal 1-Reading GPM 1.1,1.2,1.3		Board Quarterly Self- Evaluation Superintendent Eval-(Nov. 15)	NDSBA Conference	
November	Goal 2- Math GPM 2.1,2.2,2.3				
December	Goal 3-Choice Ready GPM 3.1	Guardrail 2-Effective Instruction, PM 2.1, 2.2, 2.3			
January	Goal 1-Reading GPM 1.1,1.2,1.3	Guardrail 1-Engagement PM 1.1, 1.2, 1.3	Board Quarterly Self- Evaluation		Board votes on new Outcome Goals
February	Goal 2- Math GPM 2.1,2.2,2.3	Guardrail 3-Communication PM 3.1, 3.2	Superintendent Eval- (March 15)	NDSBA Negotiation Conference	
March	Goal 3-Choice Ready GPM 3.1				
April	Goal 3-Choice Ready GPM 3.2, 3.3		Board Quarterly Self- Evaluation		
May	Goal 1-Reading GPM 1.1, 1.2, 1.3	Guardrail 2-Effective Instruction, PM 2.1, 2.2, 2.3			Board Operating Procedure Manual Review
June	Goal 2- Math GPM 2.1,2.2,2.3	Guardrail 1-Engagement PM 1.1, 1.2, 1.3			Annual Election
July	Goal 1-Reading-Summative	Guardrail 3-Communication PM 3.1, 3.2	Board Quarterly Self- Evaluation	Annual Board Retreat	Annual Reorganization Meeting

LEA: Oakes Public School			Years: 2027-2028		
Month	Student Outcome Goals GPMs	Guardrails GPMs	Leadership Evaluations	Trainings	Other
August	Goal 2-Math--Summative	Guardrail 4-Community Relations, PM 4.1			
September	Goal 3-Choice Ready-Summative	Guardrail 5-Financial Stewardship PM 5.1	Board Quarterly Self- Evaluation	Be Legendary Team Training	Goal 1, 2, 3 Monitoring Special Education Tax Levy Hearing Final Budget Approved
October	Goal 1-Reading GPM 1.1,1.2,1.3			NDSBA Conference	
November	Goal 2- Math GPM 2.1,2.2,2.3		Superintendent Eval- Nov. 15		
December	Goal 3-Choice Ready GPM 3.1	Guardrail 2-Effective Instruction, PM 2.1, 2.2, 2.3	Board Quarterly Self- Evaluation		
January	Goal 1-Reading GPM 1.1,1.2,1.3	Guardrail 1-Engagement PM 1.1, 1.2, 1.3			
February	Goal 2- Math GPM 2.1,2.2,2.3	Guardrail 3-Communication PM 3.1, 3.2	Superintendent Eval- March 15	NDSBA Negotiation Conference	
March	Goal 3-Choice Ready GPM 3.1		Board Quarterly Self- Evaluation		
April	Goal 3-Choice Ready GPM 3.2, 3.3				
May	Goal 1-Reading GPM 1.1, 1.2, 1.3	Guardrail 2-Effective Instruction, PM 2.1, 2.2, 2.3			Board Operating Procedure Manual Review
June	Goal 2- Math GPM 2.1,2.2,2.3	Guardrail 1-Engagement PM 1.1, 1.2, 1.3	Board Quarterly Self- Evaluation		Annual Election
July	Goal 1-Reading-Summative	Guardrail 3-Communication PM 3.1, 3.2		Annual Board Retreat	Annual Reorganization Meeting

Updated 9/16/2025