

Goal 1: Strengthen Student Achievement Oversight and Accountability

Board Governance Focus: Ensure the board effectively monitors student growth and achievement data, establishes clear district performance targets, and supports continuous improvement through informed governance.

SMART Version:

- By December 2025, the Board of Education will update our “North Star” goals for student growth and proficiency in math and literacy aligned to district benchmarks (e.g., NWEA, M-STEP, PSAT/SAT).
- The board will work with the superintendent to review innovations, programs and strategies implemented for the purpose of identifying the efficacy of programs and their effectiveness in improving student growth and achievement. These reviews will occur at our quarterly retreats.
- The board will review the performance dashboard quarterly.

Note: The superintendent remains responsible for achieving growth targets; the board’s role is to set expectations, monitor progress, and ensure accountability.

Goal 2: Align Financial Resources to Strategic Priorities

Board Governance Focus: Ensure long-term fiscal sustainability and alignment of district resources with educational priorities.

SMART Version:

- By June 2026, the Board will review on options for a long-term funding plan (e.g., bond, sinking fund, or alternative mechanisms).
- By August 2026, the Board, in collaboration with the superintendent, will review a 3–5 year facilities and capital improvement roadmap, ensuring equity and alignment with instructional priorities.
- The Board will conduct a budget-to-priority alignment review confirming that expenditures support the district’s strategic goals for the next budget cycle.

Goal 3: Strengthen Board Governance, Professional Development, and Data Literacy

Board Governance Focus: Enhance the board’s collective capacity for effective governance through training, retreat sessions, and structured data engagement.

SMART Version:

- The Board will hold quarterly governance or data-focused retreats or workshops during the 2025–2026 school year.
- All new board members will complete MASB Level 1 Certification by August 2026, and all sitting members will maintain and/or advance their certification status.
- The Board will review and align its annual goals with superintendent evaluation goals by December 2026.
- New board members will complete the district’s onboarding checklist within 90 days of assuming office.

Goal 4: Strengthen Community Trust and Stakeholder Engagement

Board Governance Focus: Foster transparency, trust, and shared ownership through consistent, structured engagement with district stakeholders.

SMART Version:

- In collaboration with the superintendent develop a comprehensive stakeholder and ambassador list by January 2026, identifying key community, parent, student, and partner groups.
- Host at least five community sessions during the 2025–2026 school year (at least one per quarter), to foster dialogue and discussion, ideally scheduled prior to regularly scheduled board meetings to enhance accessibility.
- Strengthen partnerships with city council (e.g., and include PTA Council, Education Foundation, employee unions) by scheduling at least annual joint sessions for dialogue and collaboration.

Goal 5: Ensure Effective Superintendent Evaluation and Alignment

SMART Version:

- The Board will review and adopt superintendent evaluation goals by October 2025, ensuring alignment with district strategic priorities and measurable outcomes.
- Conduct mid-year and end-of-year superintendent performance reviews using data-informed evidence of progress toward district goals.
- By June 2026, use evaluation outcomes to inform next year’s goal-setting and resource alignment process. Complete superintendent and Board 26/27 goals by end of June.