

Sudbury School Committee Goal Setting Template

Goal Area: Community Engagement	Goal: The School Committee will establish and sustain a structured, inclusive community engagement framework that ensures meaningful participation from families, students, educators and administrators to increase trust, collaboration and support for student success.			
Strategic Actions	Who is Responsible (Full, Sub, Etc.)	Outcomes & Deliverables (Evidence & Data)	Mid-Year Targets	EOY Deliverable (s)
Increase visibility in the community	Various members at sub-quorum levels	-Attend social and academic events at the schools	-Discuss hosting tables at Open Houses in future years - Attend sporting events/cultural nights one per school	-Host a table at Sudbury Pride -Attend ECMS Theater Club performance (These are very specific, we could say "events")
Hear from members of the community	2 members of the committee	Host listening sessions/office hours in person or on-line		Two listening sessions Report for full committee Recommendations for changes for next year based on community feedback
Pilot options for digital communication with community	Individual members	-Send out Why, What and Expected Changes after High Interest Votes -High Five graphic on website -Key Dates coming up	2 high five graphics on website Key dates through February on website and in Principal emails Why What as needed	2 additional high five graphics Key dates through Town Meeting on website and Principal Emails Why What as needed
Update the website to include high interest areas	Individual members	Budget section Votes section Important dates section	Point person/people assigned to specific sections of website	Website is updated

Goal Area: Superintendent Search	Goal: To work with a search firm to conduct a transparent search guided by stakeholders to appoint a highly qualified, collaborative superintendent who will lead the district in advancing academic excellence			
Strategic Actions	Who is Responsible (Full, Sub, Etc.)	Outcomes & Deliverables (Evidence & Data)	Mid-Year Deliverable(s)	EOY Deliverable (s)
Set up Screening Committee	Full Committee	Screening Committee is composed of various stakeholders in town	Screening Committee has all its members and has met when appropriate	
Generate and Post Position Statement	Collins Center, Jessica, Betsy	Job ad finalized based on input from multiple stakeholders	Position posted late Sept to early October	
Conduct Candidate Interviews	Screening Committee Full School Committee, members of the Town and District	Interviews conducted List of Finalists sent to full School Committee Full School Committee and other stakeholders interview along School Committee makes final decision	Late October 2026 Interviews finished November 2026	
Superintendent hired	Full School Committee	Job offered to best finalist candidate Contract negotiated Chair signs contract	Contract signed January 2027	

Goal Area:	Goal:			
Collaboration with Stakeholders	Foster meaningful, transparent and ongoing collaboration with stakeholders including members of Town government, district budget leaders and the administration.			
Strategic Actions	Who is Responsible (Full, Sub, Etc.)	Outcomes & Deliverables (Evidence & Data)	Mid-Year Deliverable(s)	EOY Deliverable (s)
Review policies that may be out of sync with current practice	Individuals review Full committee	Review policy book with an eye to understand differences in practice and policy Meet and vote as a full committee to determine if we want to change the policies to reflect current practice or enforce current policy	Identification of policies needing review Full Committee votes to take up for review or keep as is 2 policies reviewed	Remaining policies reviewed and acted upon by full committee Document sent to district noting any change in policy, what practices to keep/change, etc.