

Ready, Set, Goal!

Strategic Goals and Progress Monitoring



Defining Board and Superintendent Roles



Governing Board

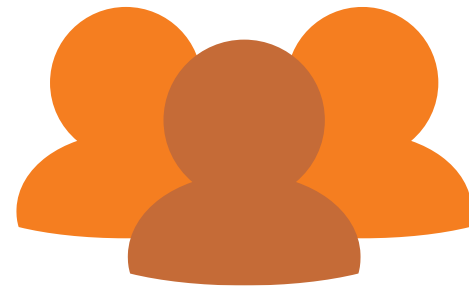
The role of a governing board is to improve student outcomes using 3 main levers: policy, budget, and hiring/firing/evaluating the superintendent. The governing board also has a responsibility to set goals and help establish the mission/vision and values of the district. Monitoring the progress of the goals is a big part of that responsibility and goes back to our role as policymakers: You cannot focus on policy without monitoring the impact of policy.

Superintendent

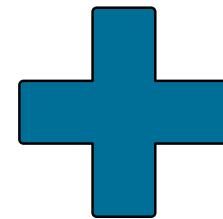
The superintendent's job is to implement directions from the board. While the board's role is classified as governance, the superintendent's job is operational. The board gives direction to the superintendent and the superintendent is responsible for implementing the vision.



The Governance Team



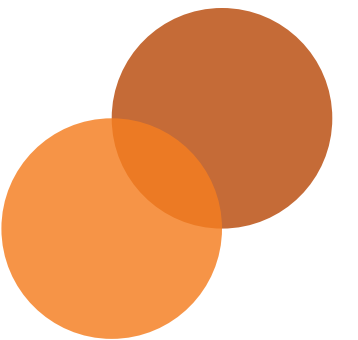
Governing Board



Superintendent



**Governance
Team**



Goal Setting – Who Does What?



Governance Team

The governance team collaborates with the community to develop goals or a district strategic plan.



Governing Board

Once goals have been set or a strategic plan has been developed, the governing board has the responsibility to approve them.



Superintendent

Upon board approval, it becomes the superintendent's charge to implement the goals or strategic plan the governing board approves.

Vision vs Goal



Vision

A vision includes 100% of your students. For example, we might have a vision that 100% of our students graduate from high school.



Goal

The goal takes a piece of the vision and describes what will be accomplished toward that vision in a given amount of time based on data (make them SMART!). For example, we might set a goal that states “in 5 years, our graduation rate will increase from 92% to 96% district-wide.”

SMART

Specific

Is the desired result described in detailed, focused and well-defined ways?

Measurable

How will progress be measured?
How will you know when the goals is accomplished?

Achievable

Is the goal ambitious, but realistic?

Relevant

Is the goal related to your organization's mission, vision and strategic goals?

Time Bound

Have you set an end date for the goal?

SMART GOALS – Long Term vs Interim

S – Specific

M – Measureable

A – Attainable

R – Relevant

T – Timely

**Long Term Smart goals
vs**

Interim Smart Goals:

Interim smart goals are based off of
your long term (3-5 year) goals and are
data-driven

**Consider guardrails
you might include for
your goals based on
your disaggregated
data**

Disaggregated Data and Guardrails



Aggregate Data

- Overview of the larger group
- Shows the big picture

Disaggregated Data

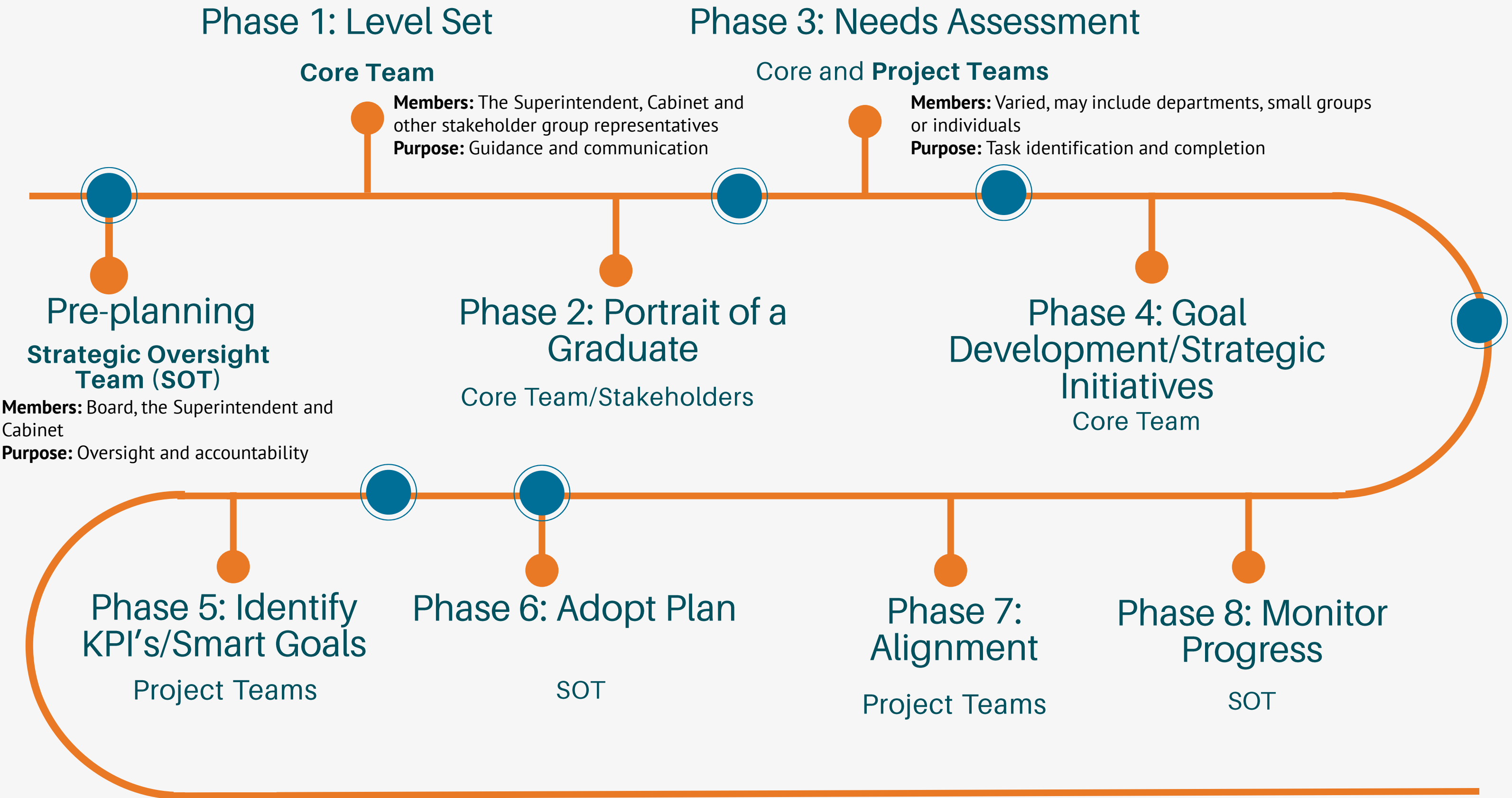
- Data divided into subgroups
- Shows slices of the bigger picture

GUARDRAILS: A guardrail puts a condition on a goal based on disaggregated data, and can be separate from the goal or included within the goal. For example, we can say our graduation goal cannot be met unless our special education graduation rate increases by 8% in 5 years.

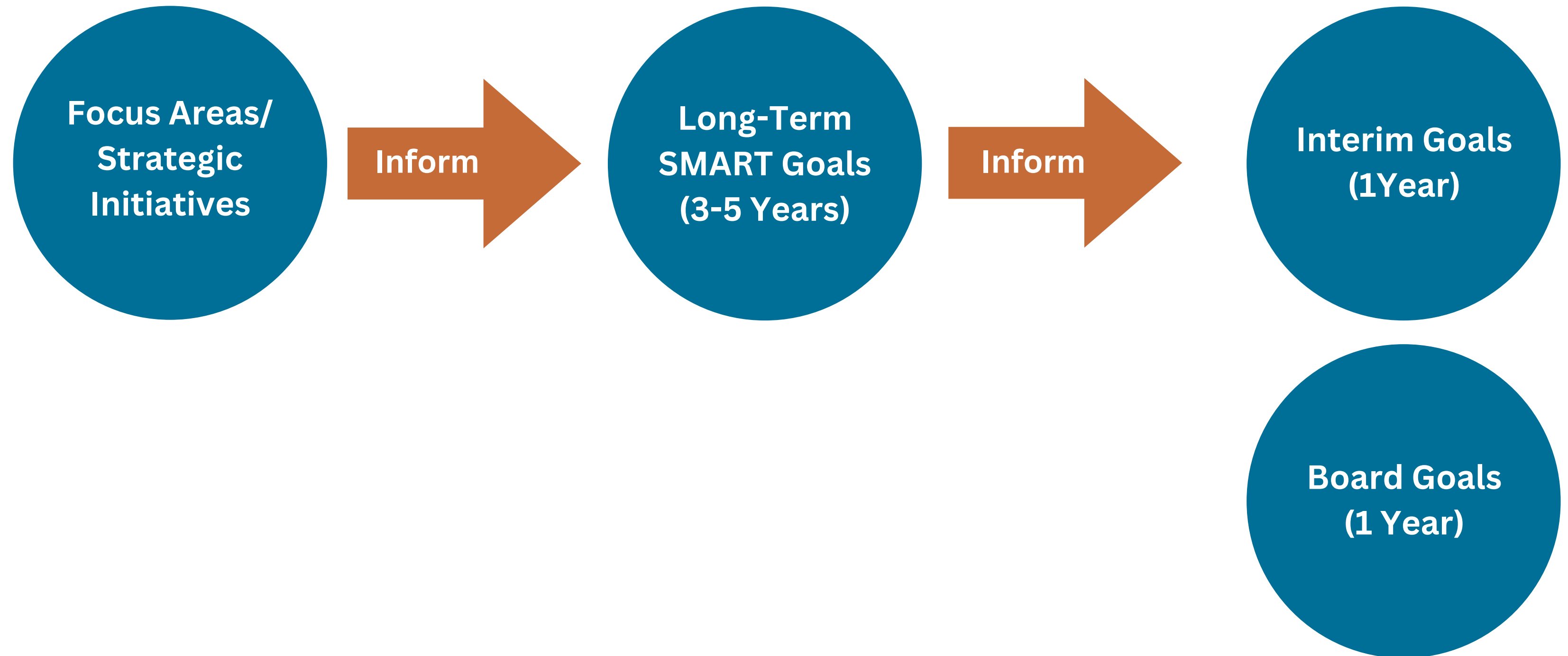
How can a strategic plan help with your district goal setting?

Strategic Planning Framework

 Indicates suggested board updates/request for board input



Effective Goals



**Focus Areas/
Strategic
Initiatives**

1. Academic Achievement
2. Financial Responsibility and Transparency
3. Recruitment and Retention
4. Culture and Climate

**Long-Term
SMART Goals
(3-5 Years)**

Increase the percentage of all students scoring “proficient” (19) on the ACT Math exam by 6% and increase the percentage of student subgroups with 50% proficiency or less by 12% by 2027



What Strategic Initiative does the goal align with?

?



Identify the guardrail embedded in the Long-term goal

?

**Focus Areas/
Strategic
Initiatives**

1. Academic Achievement
2. Financial Responsibility and Transparency
3. Recruitment and Retention
4. Culture and Climate

**Long-Term
SMART Goals
(3-5 Years)**

Increase the percentage of all students scoring “proficient” (19) on the ACT Math exam by 6% and increase the percentage of student subgroups with 50% proficiency or less by 12% by 2027



Which strategic initiative does the goal align with?

Strategic Initiative 1 - Academic Achievement



Identify the guardrail embedded in the long-term goal

Increase the percentage of student subgroups with 50% proficiency or less by 12%



Identify interim, superintendent and board goals



**Interim Goals
(1 Year)**

Increase the percentage of all students scoring “proficient” (19) on the ACT Math exam by 2% and increase the percentage of student subgroups with 50% proficiency or less by 4% by 2025.

**Superintendent
Goals
(1 Year)**

Create/implement a plan to increase the number of students participating in honors, dual enrollement, and/or AP math classes from X% to Y% over the next academic year.

**Board Goals
(1 Year)**

The governing board will ensure there is progress monitoring of each goal at least 3 times per academic year in public meetings.

Elements of Effective Goals



Data



Decide what data you will need to monitor for all of your goals, and decide how you will disaggregate the data.

KPI'S



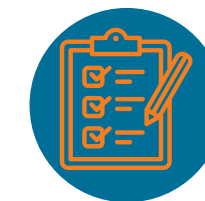
Your superintendent should set the KPI's for each goal

Monitoring



Set a data monitoring calendar for all of your goals and for any other areas you want to monitor*

Evaluation



Evaluate the data with the superintendent to determine whether the goal is on track

***Monitoring data outside of your goals helps keep you informed on the district operations and can help identify future goals**

GOAL ALIGNMENT

Based On:

Mission

Vision

Values

Strategic Plan

Results in:

Improved Student
Outcomes



ALIGNMENT



Strategic
Initiatives

Long-Term
SMART Goals

Annual District
Goals

Annual
Superintendent
Goals

Board
Goals

Administrator
Goals

Teacher
Goals

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