Goal Setting

MASC Learning Lunch
September 9, 2022

Student Achievement

Why Set Goals?

Goal setting is the process by which a school committee exercises leadership

If the committee doesn't set goals, special interest groups will
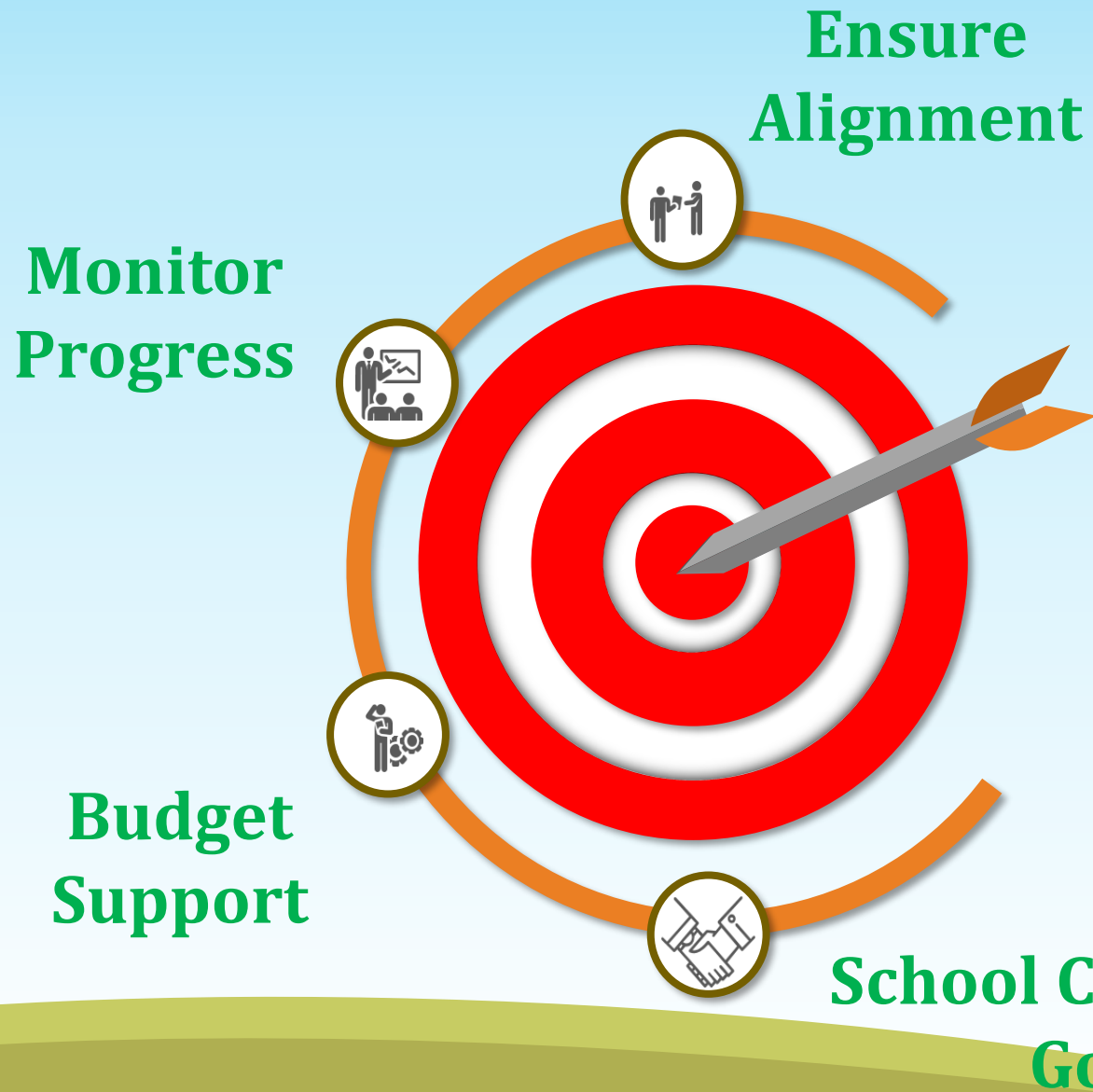
Setting goals enables the committee and superintendent to keep the district on a continuous improvement track
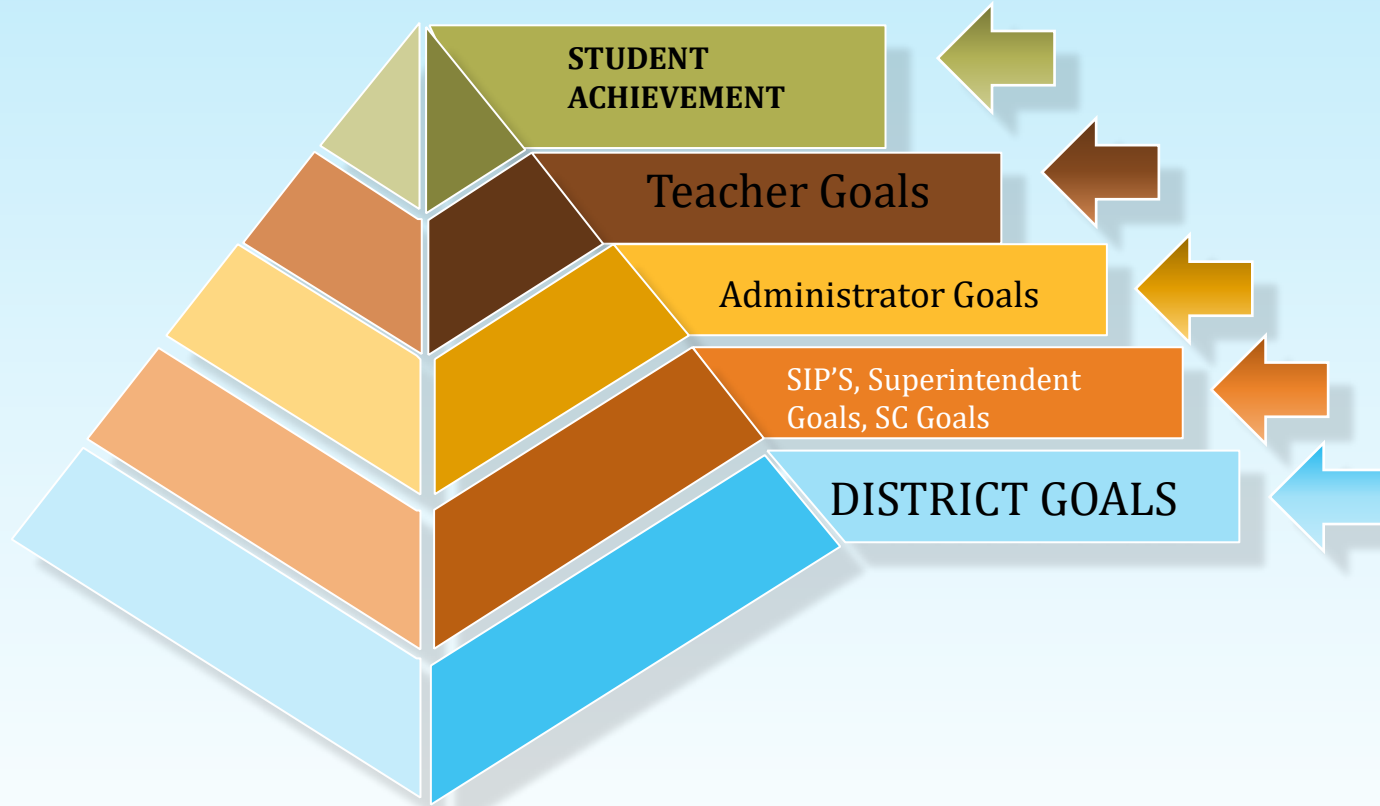
Goals let employees and the community know where the district is headed

Goal Alignment

STUDENT ACHIEVEMENT

Teacher Goals

Administrator Goals

SIP'S, Superintendent Goals, SC Goals

DISTRICT GOALS

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Complementary Roles

COMMITTEE
Governance

ENDS (Results)
Mission & Vision
Goals
Policy
Budget

What? Why? How much?

"Bridge" between community & superintendent

AUTHORIZE
MONITOR

SUPERINTENDENT
Management

MEANS (Methods)
Strategies
Action Plans
Regulations
Procedures

How? Who? When? Where?

"Bridge" between staff & committee

RECOMMEND
IMPLEMENT

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Mission, Vision and Core Values

Mission

- Why does our organization exist?
- What do we do?
- For whom?
- What's the benefit?

Vision

- The future we want to create
- Where we want to be
- Our North Star

Core Values

- Guiding principles that set the foundation for how we operate and treat each other
- We will not compromise

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From Mission to Plan

Why we exist (Mission)

The future we seek (Vision)

Broad Objectives (Overarching Goals, Goals, Strategic Objectives, etc.)

Specific, Quantifiable Short-range Objectives (SMART Goals, Annual Action Plans)

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Overarching Goals

- A few carefully chosen, integrated initiatives that fulfill our mission and lead us to realize our vision.

- Targeted vision statements.

- Where the vision and values of the community and the needs of the staff to get the job done come together.

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SMART Goals

S= **S**pecific and **S**trategic
M= **M**easurable
A= **A**ction Oriented
R= **R**igorous, Realistic, and Results Focused
**T**= **T**imed and **T**racked

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Annual SMART Goals

- What SMART goals and strategy development will ensure progress this year, while setting the stage for continuous improvement?

- How would you articulate the actions as SMART goals?

- How can the School Committee and Superintendent support each other to ensure continued progress this year and continuous improvement this year and beyond?

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Outputs: Are the immediate results of the program activities included? Did we do what we said we would do? What evidence is there?

Outcomes: Did we articulate the impact the outputs have on our behavior, knowledge and skills, i.e., "Did we get the results we wanted?"
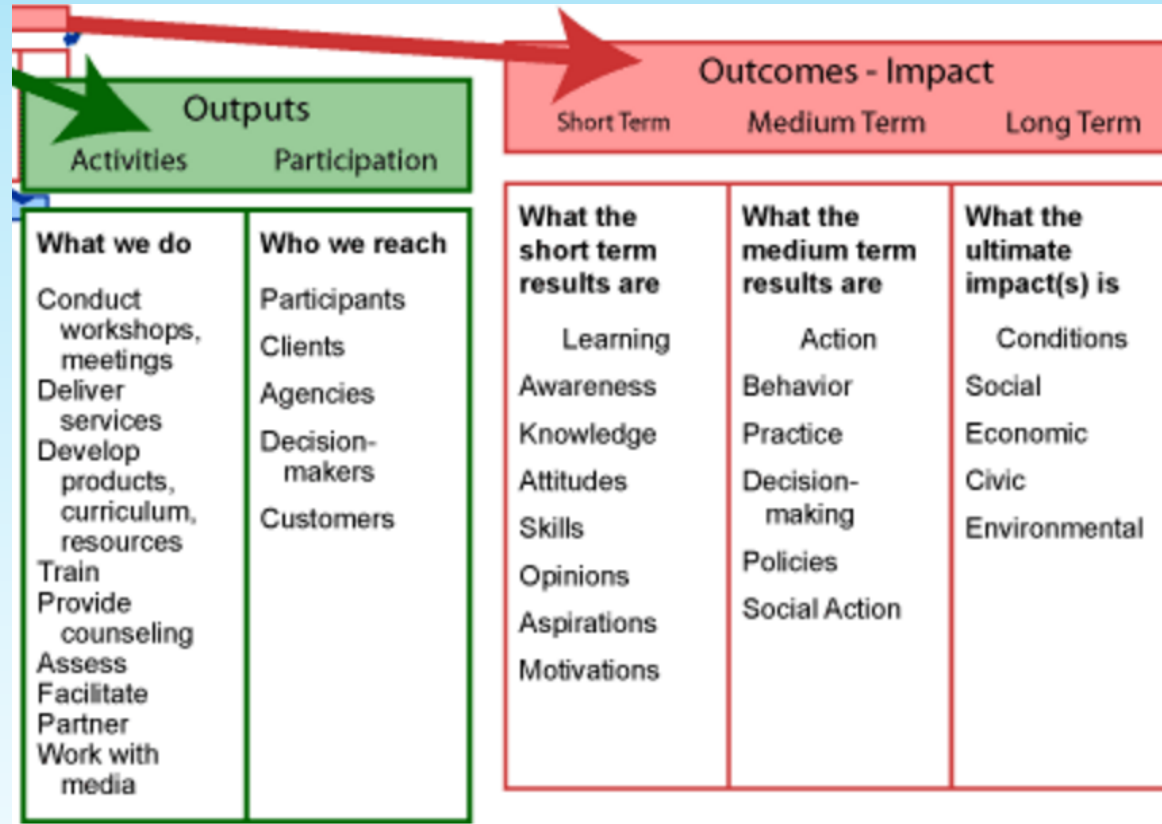
School Committee Goals

- **What actions, within your purview, need to be addressed this year?**
- **How do these priorities support the overarching goals for the district?**
- **What is a reasonable and appropriate number of goals?**
- How would you articulate the actions as SMART goals?
- What **outcomes** do you seek and how will you measure progress?

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Monitoring Tool: Year-long Agenda

- Monitoring progress increases chances that the district will achieve its goals.

- Meeting time is a precious governance resource: A meeting is one chapter in an unfolding story of your district.

- Scheduling presentations provides you and the public with the opportunity to see/understand evidence of progress being made.

- Keeps the focus of meetings on students!

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Sample School Committee Goals

By June 2018, the School Committee will review, fund and adopt the district's professional development plan so that the district can continue to develop highly qualified educators, as well as expand professional development offerings that are aligned with both the district Strategy Overview and the identified needs of staff as measured by agenda items, meeting minutes and budget documents

By the end of the 2018-19 school year, the School Committee will provide one article per quarter for the school newsletters and will provide copies of the articles to the local press. The SC will hold a public forum on the budget when it is introduced in January and another two weeks before Town Meeting. Success on this goal will be measured by inclusion of articles in newsletters, by attendance for the public forums and by an informed budget discussion at Town Meeting.

Thank You!

Next Learning Lunch
October 7, 2022 at 12:00PM
Resolutions Clinic

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