

Goal Setting and Self-Evaluation

MASC/MASS Joint Conference 2022

Municipal Legislature for Schools

➤ Establish Educational Goals



➤ Enact Policies



➤ Approve & Monitor Budget



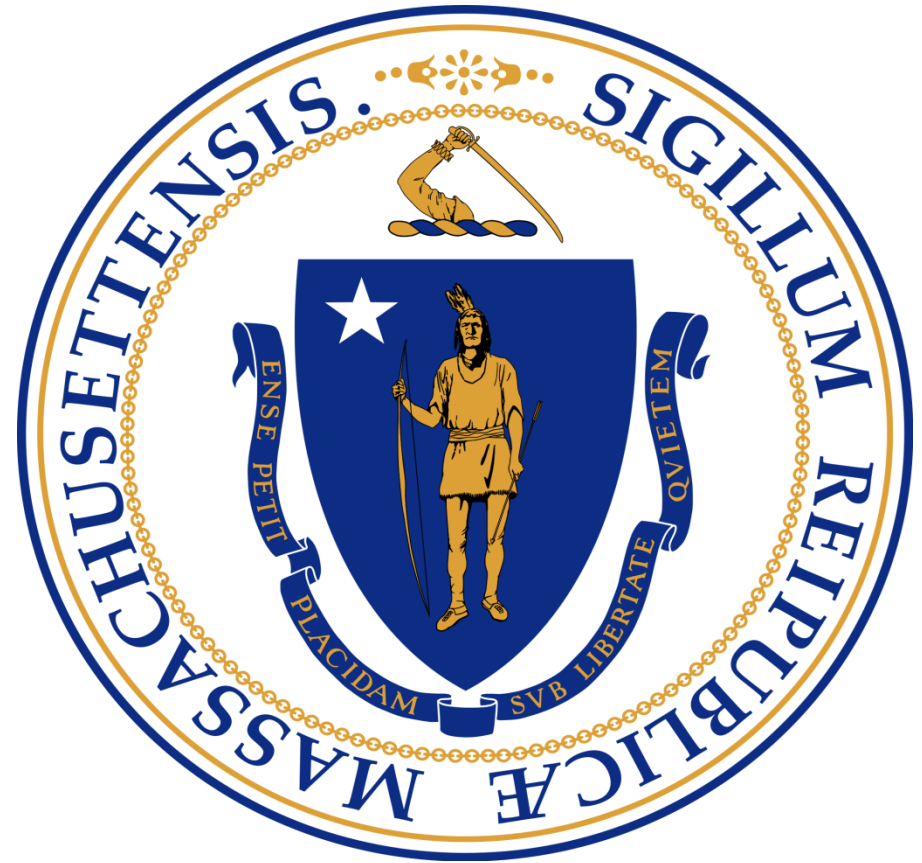
➤ Hire & Evaluate Superintendent
(And certain other positions)



➤ Employer of Record on
Collective Bargaining
Agreements

Goal Setting

“The School Committee in each city and town and each regional school district shall....**establish educational goals** and policies for the schools in the district consistent with the requirements of the law and statewide goals and standards established by the board of education.”
MGL 71:37



Why Set Goals?



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



If the board doesn't set goals, special interest groups will

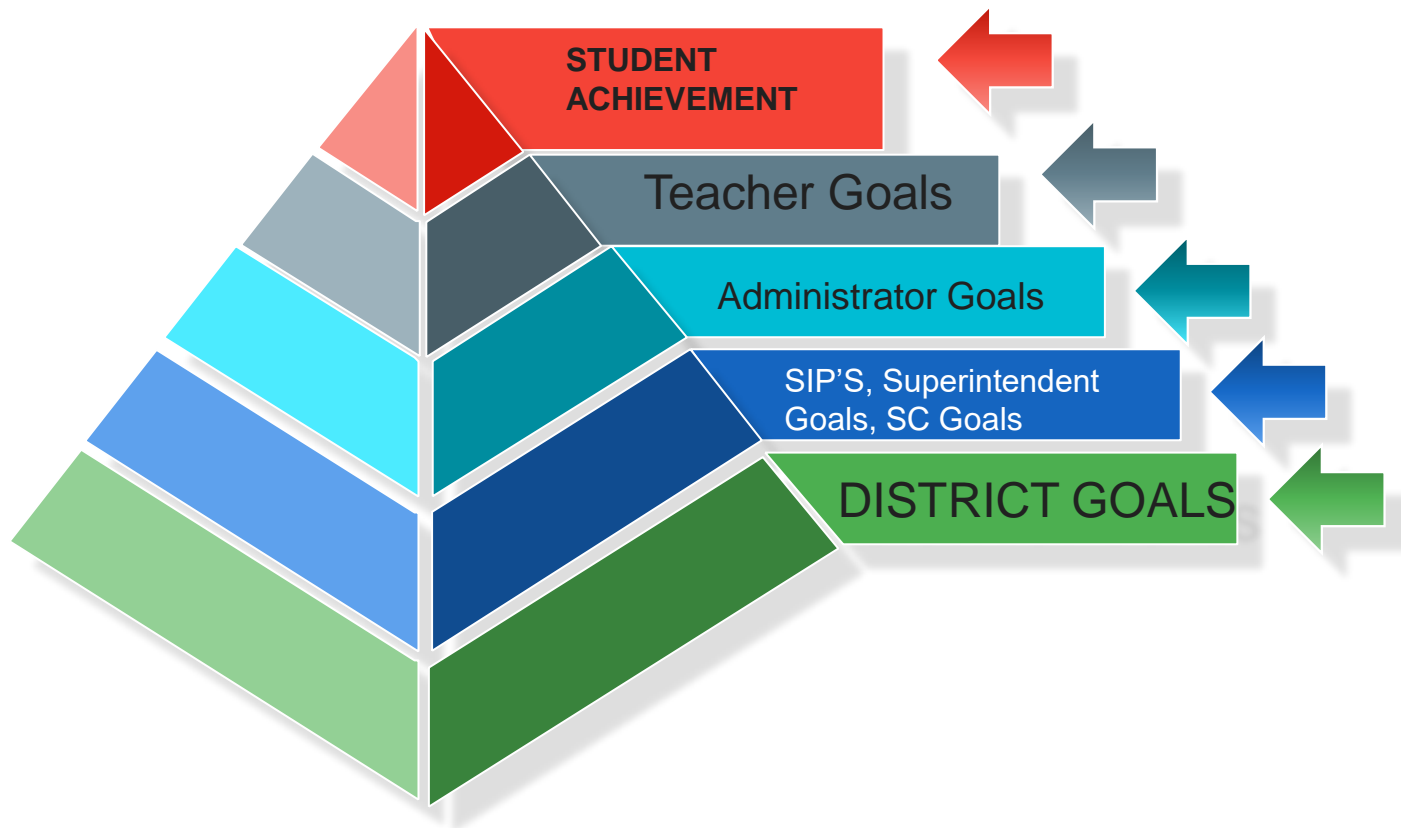


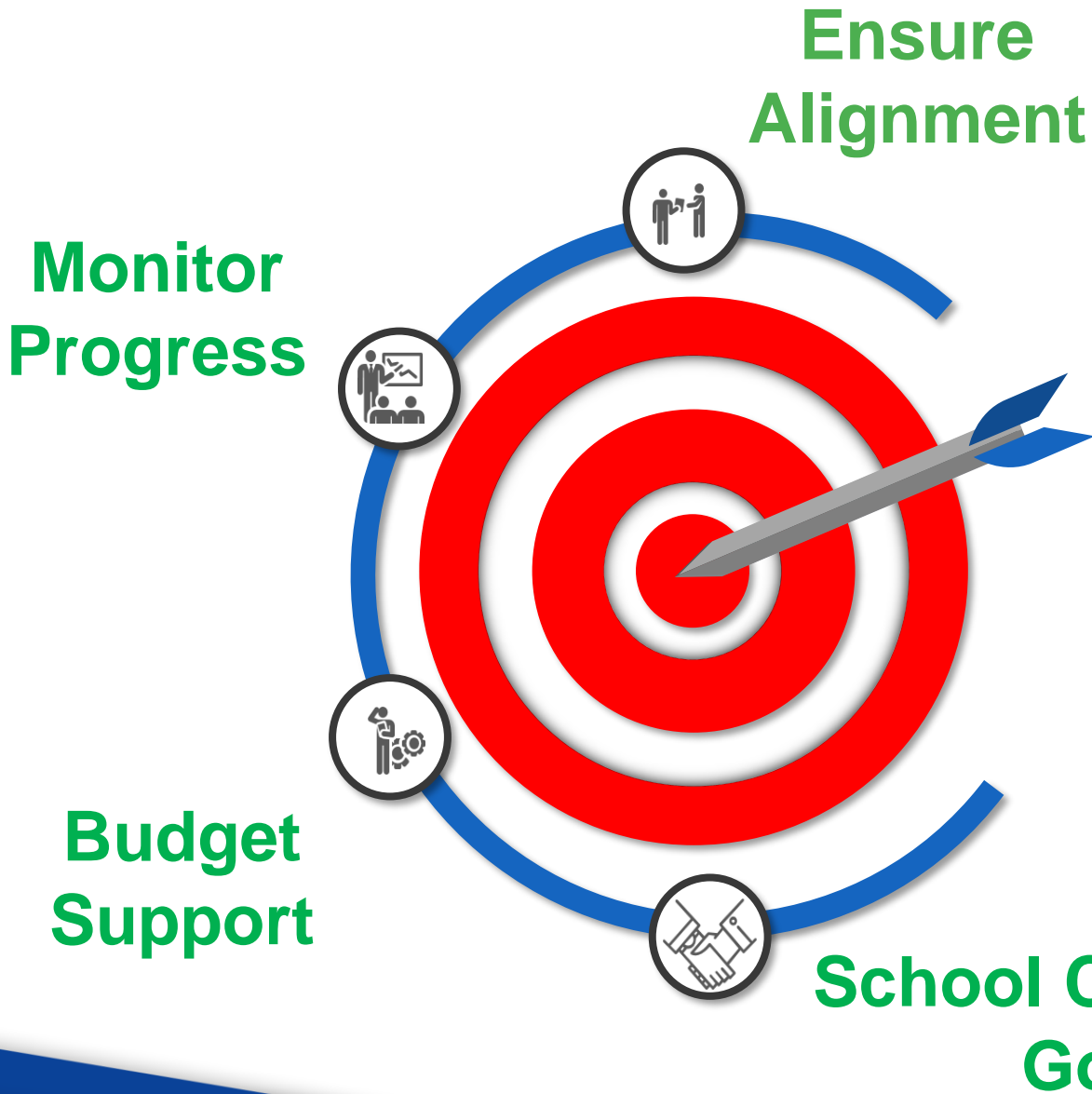
Setting goals enables the board and superintendent to keep the district on a continuous improvement track



Goals let employees and the community know where the district is headed

Goal Alignment





Goals Frame & Structure Work

School Committee Goals

- What actions, within your purview, need to be addressed this year?
- How can your work 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?

Why Self-evaluate?

- **Policy BAA - Evaluation of School Committee Operational Procedures:** *Implied in the concept of evaluation is an assumption that individuals and Committees are capable of improvement. The School Committee believes that its performance will be improved if evaluation is carried out systematically in accordance with good planning, conscientious follow-through, and careful assessment of results.*
- **Insights and improvement in the operation of the committee**
- **Demonstrate the committee's affirmation of and commitment to improvement and accountability**



What Questions to Ask



Are we doing what we should be doing?

Could we be doing a better job?

What would we like to do better?

Areas to Cover

BEST PRACTICES

Operating Protocols
Communications
Effective meetings



ROLES & RESPONSIBILITIES

Goal Setting & Monitoring
Budget and Finance
Policy
Personnel

Tools

Governance Rubric
Operating Protocols
Self-Evaluation Tool



What Next?

- Identify areas for improvement
- Set goals
- Follow through
- Re-evaluate



School Committee Goals

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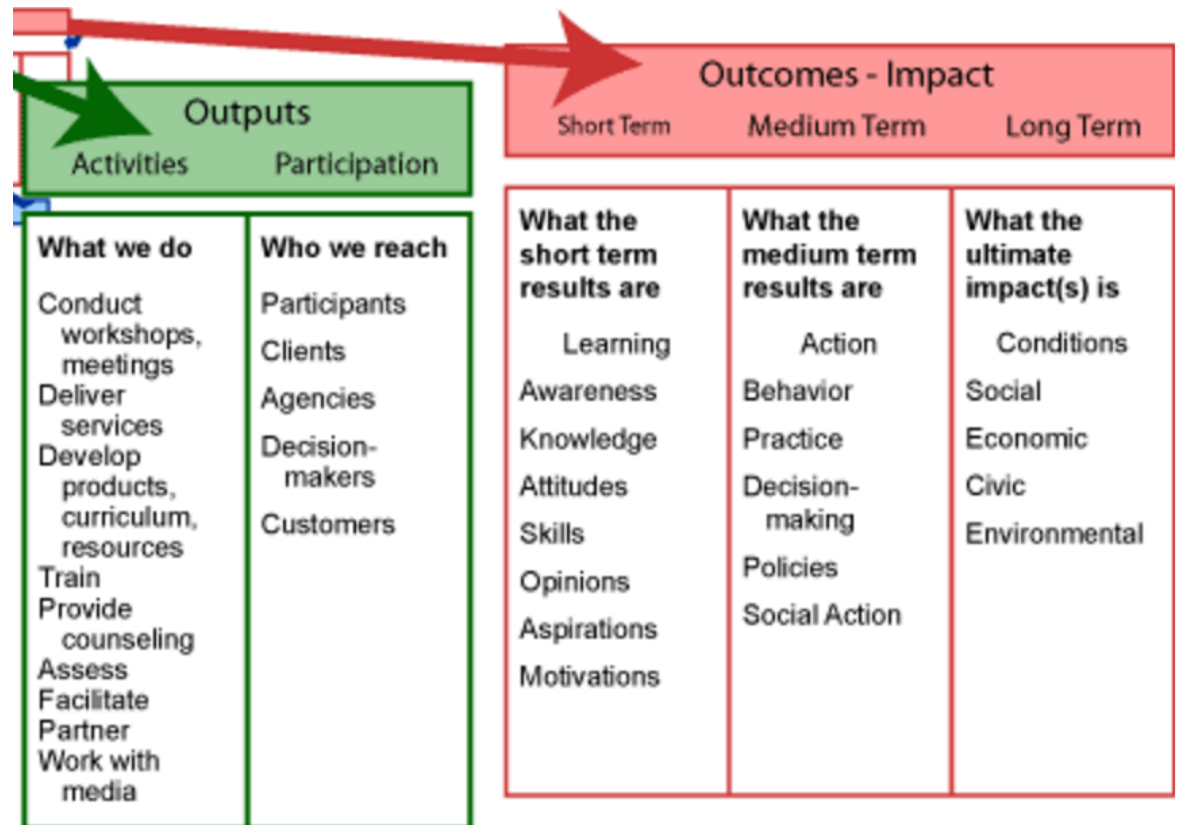
S.M.A.R.T. Goals



- S** = **S**pecific and **S**trategic
- M** = **M**easurable
- A** = **A**ction-Oriented
- R** = **R**igorous, **R**ealistic,
and **R**esults Focused
- T** = **T**imed and **T**racked

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?”



Your Turn

Time to construct a
SMART Goal:

The School Committee will evaluate
High School start times



Some Ideas



- New Member Handbook
- Workshop(s)
- Other types of professional development
- ??????

