

# Superintendent Goals

**GOAL STATEMENT I:** Provide oversight for the implementation of the Comprehensive Facilities Plan that addresses identified improvements and expansion of existing building assets.

**GOAL STATEMENT II:** The superintendent will present a report to the Board on the progress made regarding the implementation of the board adopted strategic plan. The report will include a review of the key performance indicators found in the district scorecard as well as details on plans and strategies to collect data for areas not reported.

**GOAL STATEMENT III:** Conduct a review of student achievement data to identify key achievement gaps in the district. Conduct an analysis of the data and formulate an action plan to address the identified achievement gaps.

**GOAL STATEMENT IV:** Conduct an operational assessment and implementation plan to establish the Brookings School District Foundation.

**GOAL STATEMENT V:** The superintendent will conduct a comprehensive review of the district safety and security processes, programs, and protocols. The superintendent will provide a summative report of findings and any recommendations for district improvements.

**GOAL STATEMENT VI:** The superintendent will present a five year financial plan detailing options and alternatives to establish and maintain a balanced general fund operational budget between general fund projected expenditures and anticipated revenues. The plan should address specific recommendations related to gaps in revenues and expenditures in the general fund.

**GOAL STATEMENT VII:** The superintendent will lead a comprehensive organizational performance review and assessment to determine overall organizational strengths and opportunities for organizational improvements within the Brookings School District. The result will yield a summative report for the district leadership and governance teams to take meaningful action for improvement to establish a trajectory of world class performance and performance excellence (i.e. Montgomery County Schools - <http://www.montgomeryschoolsmd.org/info/baldrige/>).

**GOAL STATEMENT VIII:** The superintendent will present a comprehensive review of the multiple District-Wide pilots. The summative report will include parent, staff, and student feedback along with recommendations for future actions related to what we have learned from the pilot experience and action items moving forward.

**GOAL STATEMENT IX:** The superintendent will conduct a comprehensive review of the district financial plan and establish a five year financial plan detailing programming and functions and provide a summative report, including an action plan to establish new staffing positions, program improvements, new programming and services, as well as process and operational improvements that will position Brookings School District as a District of Distinction (<https://www.districtadministration.com/dod>) and a district recognized for performance excellence

based on world class performance standards (i.e. Montgomery County Schools - <http://www.montgomeryschoolsmd.org/info/baldrige/>). The final report should include coordination of district facility plans with the program improvements and the means to finance the recommended program improvements and enhancements.

**GOAL STATEMENT X:** The superintendent will review current district-wide counseling functions and establish a summative report including an action plan to ensure district services are coordinated to best serve students socio-emotional as well as post-secondary and career counseling needs.