

Goal Setting and Planning

In an effort to provide clear direction for the school system, the Bethany Board of Education will prioritize a set of District goals. The administration will use these goals as a guideline for setting specific objectives for school programs, services and operations.

Five Year School District Goals (Strategic Plan) refer to those goals set by the Board (in conjunction with the staff) regarding the educational programs of the District including, but not limited to, curriculum, facilities, staff development, community relations, etc.

Board Operational Performance Goals refer to those goals the Board sets for itself about its own internal functioning as a Board. These goals do not refer to school policy or administrative activity.

Superintendent's Performance Goals refer to those goals set jointly by the Board and Superintendent that broadly define the activities to be undertaken by the Superintendent aimed at meeting School District Goals. Together with the activities specified in the Superintendent's job description, these goals form the basis of the Superintendent's review.

Board of Education and Superintendent Goal Setting and Assessment Annual Cycle**June/July**

1. The Board conducts its self-evaluation.
2. The Board discusses and drafts their Operational Performance Goals. Any discussion of Board or District goals must be held in a public meeting.
3. The Board and the Superintendent review progress on the Strategic Plan goals.
4. The Board and the Superintendent conduct a year-end review of the Superintendent's Performance Goals. Any discussion of the Superintendent's Performance Goals must be held in Executive Session.
5. The Board and Superintendent discuss the Superintendent's Performance Goals for the next school year.

August-December

1. The Board adopts their Operational Performance Goals.
2. The Superintendent shares his/her Performance Goals.
3. School staff present the School Improvement Plan to the Board.
4. School staff create their professional and student learning goals as part of the Professional Educator Growth and Evaluation Model.

January-March

1. The Board conducts a mid-year review of the Strategic Plan and their Operational Performance Goals.
2. The Board and Superintendent conduct a mid-year review of the Superintendent's Performance Goals.
3. The school staff present a mid-year review of the School Improvement Plan.

MISSION – GOALS - OBJECTIVES

Regulation 0111(b)

April/May

1. The Superintendent and Board chair meet to discuss the Superintendent's Performance Goals.
2. The Superintendent completes a self-evaluation addressing the progress on the Superintendent's Performance Goals.

Legal Reference: Connecticut General Statutes § 10-157(a)
 Connecticut General Statutes § 10-220

Regulation adopted: February 5, 1996
Regulation revised: October 21, 2015
Regulation revised: March 16, 2017