



MINNESOTA SCHOOL BOARDS ASSOCIATION

**EXECUTIVE SEARCH SERVICES**

# Transition Workshop

Developing first -year goals and expectations  
for the School Board and Superintendent

# Cornerstones - Standards

## School Boards

Conduct & Ethics

**Including:** Recognize the school board team consists of school board members and the superintendent and evaluates its performance at least annually.

Vision

Structure

**Including:** Select and employ one person – the superintendent – as the school district’s chief executive officer to lead and manage the school district.

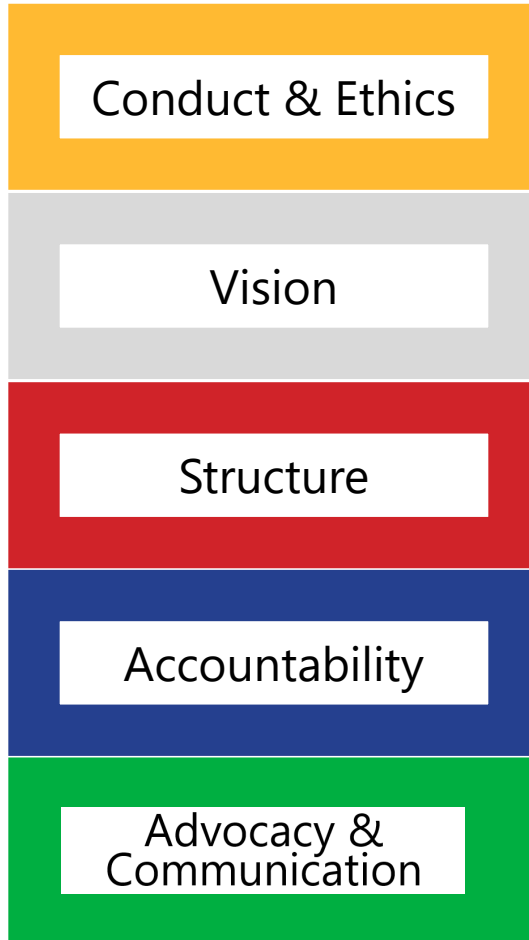
Accountability

**Including:** Evaluate the superintendent’s performance at least annually.

Advocacy &  
Communication

# Cornerstones - Standards

## School Boards



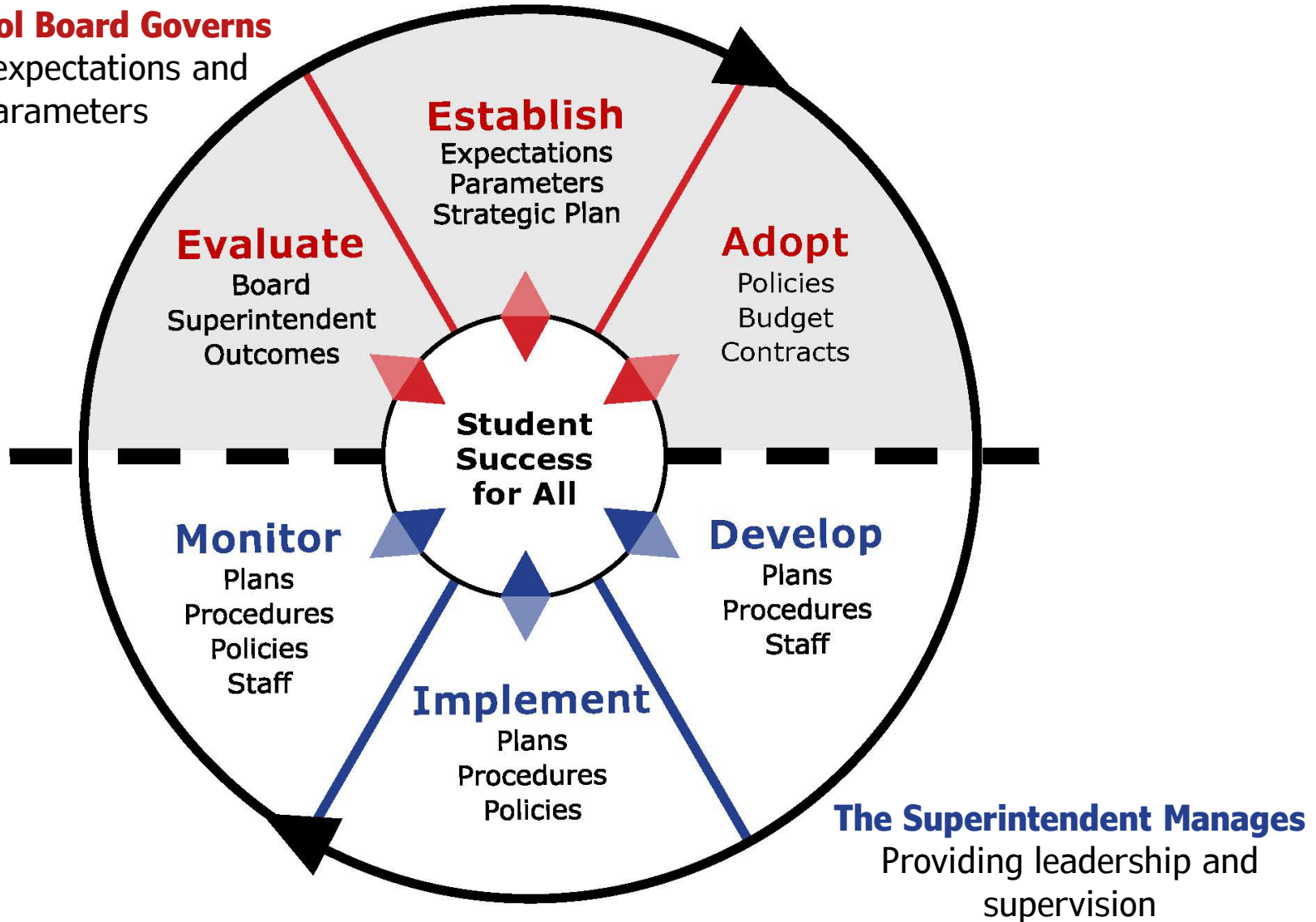
## Superintendents



# Board Governance Model

## The School Board Governs

Setting expectations and parameters



# Integration of Goals Toward a Common Plan



# Evaluation “DOs and DON’Ts”

## DO

---

- Develop a process
- Collaborate
- Use agreed-upon ratings and provide written feedback
- Compile one final combined evaluation summary
- Allow time to discuss the results

## DON’T

---

- Appoint an evaluation committee
- Manage the evaluation alone
- Use only the agreed-upon ratings without providing written feedback
- Provide individual evaluation summaries
- Conduct one -way communication

# Three Step Process

1. Establish goals and select standards
2. Schedule and hold a mid-year (formative) evaluation
3. Schedule and hold an end-of-year (summative) evaluation

# Reminders

- Minnesota's Open Meeting Law
- Minnesota's Government Data Practices Act



COMMUNICATION. COLLABORATION. CLARITY

THANK YOU  
Questions?



AMY JORDAN  
ajordan@mnmsba.org  
507-479-9984