

WSD Board Goal Setting

Goal-Setting Protocol

WENATCHEE SCHOOL DISTRICT

Board Work Session - August 17, 2026

Six-Step Work Session - Focused 60-Minute Drafting Process

STEP 1 • 5 MIN

Grounded in the Data

Review Self-Assessment Highlights together; confirm findings align with the self-assessment experience.

STEP 2 • 10 MIN

Confirm Themes

Discuss and adapt the 3 growth themes. Combine, cut, or add, landing on maximum of three.

STEP 3 • 15 MIN

Draft Goals (Groups)

Work in pairs or trios. Assign one theme to each group and draft goal using the seven Board Targets.

STEP 4 • 15 MIN

Share & Stress-Test

Present draft goals. Board stress-tests them against Filters slide.

STEP 5 • 5 MIN

Prioritize

Narrow down the list of drafted goals using Dot-Voting or consensus if more than 4-5 goals emerge.

STEP 6 • 10 MIN

Finalize & Adopt

Refine wording, assign owners, establish timelines/review cadences, and vote to adopt final set.

Self-Assessment Highlights

FOUNDATIONAL BOARD STRENGTHS

- **Standards 1 & 3 Rated High**
Recognized for excellence in Responsible Governance and Creating Conditions District-wide for Student and Staff Success.
- **Culture of Mutual Trust**
Built a strong, positive team culture grounded in deep respect and trust between the board and the superintendent.
- **Student-Centered Focus**
Maintained clear commitment to establishing operational and systemic conditions for student learning success.
- **Fiscal and Public Trust**
Maintained sound budget management, robust financial-oversight policies, and positive public communications.

TARGETED AREAS FOR GROWTH

- **Systems of Accountability**
Need to confirm and clarify internal systems of accountability to build a unified, shared understanding across the district.
- **Long-Term Strategic Focus**
Need to extend board monitoring and attention to the multi-year progress of the strategic plan.
- **Board Contribution**
Establish explicit expectations and targets for the board's own growth and individual member contributions.
- **Targeted Data Follow-Up**
Develop robust practices for ongoing, targeted data review over time and within localized context.

Three Core Growth Themes

THEME 1

Accountability & Data

"Clarify flow of data"

Defining how key progress metrics and operational accountability data flow to the board on a targeted, predictable, and recurring basis.

THEME 2

Strategic Continuity

"Protect long-term plan"

Maintaining board focus on the multi-year progress of the current strategic plan, including review of the Big Six Data Points.

THEME 3

Board Growth

"Clarify board role"

Setting expectations for collective board development, regular professional learning, and individual contributions to district goals.

Structured Accountability for Every Board Target

TEMPLATE FIELD	GOVERNANCE FOCUS & PROMPT
1. Goal Statement	One sentence: what will be true, by when. Formulate as a measurable, clear result.
2. Tied to Assessment Finding	Which growth area or opportunity this goal addresses from the self-assessment (Theme 1, 2, or3)
3. Board Actions	What the board itself will do differently (e.g., adding agenda items, scheduling professional development, updating policies).
4. Evidence of Progress	What concrete data, reports, or artifacts will prove the goal is progressing over time.
5. Timeline	Target dates for key milestones, baseline reporting, and final outcomes.
6. Owner / Lead	Who tracks the goal's health (e.g., Board Chair, sub-committee, or dedicated superintendent liaison).
7. Review Cadence	How often the board collectively revisits progress data (e.g., monthly, quarterly, semi-annually).

Source: WSD Board Goal-Setting Protocol (Section 4, Goal Template). Each small group will fill this out during Step 3.

Goal Draft to Stimulate the Board's Group Work and Discussion

DRAFT GOAL 1: ACCOUNTABILITY & DATA

Establish a recurring reporting rhythm with the superintendent delivering targeted progress data on 2–3 priority metrics to ensure shared governance clarity.

Actions: Develop standing review item, outline tracking trends, baseline reports by [month]. Cadence: Quarterly.

DRAFT GOAL 2: STRATEGIC CONTINUITY

Conduct a formal review of progress on the current strategic plan to next steps to extend and revise—protecting long-term district success.

Actions: Schedule Dedicated progress reporting cadence, compare results against original plan, written decision adopted by [month].

DRAFT GOAL 3: BOARD GROWTH & CONTRIBUTION

Define explicit board growth goals and clarify how each individual member's professional contribution directly supports district priorities.

Actions: Discuss and document shared areas, adopt expectations by [month]. Cadence: Mid/Year-End.

Filters to Narrow and Consider During Goal Setting.

GOVERNANCE TENSIONS

Short-term vs. Long-term

Balancing immediate operational crises against multi-year strategic progress.

Accountability vs. Budget

Holding the system accountable while operating under tight physical and fiscal constraints.

Board Depth vs. Staff Time

Desire for thorough governance information versus the administrative effort required to generate it.

FILTER 1: URGENCY | Compliance and Community Trust First

Does the goal directly address a critical safety concern, structural compliance issue, or an immediate community trust deficit? Urgent matters must be prioritized to protect district integrity.

FILTER 2: FEASIBILITY | Operational and Financial Practicality

Can the board realistically execute and support this goal in the coming fiscal year? Check this against strict budgetary constraints and the superintendent's available staff bandwidth.

FILTER 3: STRATEGIC ALIGNMENT | Clear Connection to District Vision

Does the goal map directly to an established district strategic priority or support the 'limitless potential' and 'future-ready' vision on our home page?

Progress Monitoring - Final Step!

COMMITMENT TO ACTION

"Fewer, well-tracked goals outperform a long list the board cannot sustain."

— Board Governance Protocol

POST-WORKSHOP ROADMAP

1. Immediate Ownership Assigning

Confirm a designated owner (such as the Board Chair, committee lead, or Superintendent for each adopted goal to track and coordinate milestones.

2. Rhythm Integration & Standing Agenda Items

Add standing, dedicated data-review items to our regular board meeting agendas, preventing the goals from becoming dust-gathering documents.

3. Establish a Standard Review Cadence

Commit to regular, systematic progress reviews (quarterly is established as the default) to analyze objective progress data and answer our self-assessment's call for targeted follow-up.

4. Long-term Evaluation Loop

Use mid-year and year-end checkpoints to reflect on team growth, self-governance standards, and direct contributions to Wenatchee School District's Strategic Plan.

Thank You

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