

Cover Sheet

2025-2026 Superintendent Goals and Initiatives Update



Meeting Date: June 4 2026

Agenda Item: G.3

1. Purpose/Desired Outcome(s), Objective and Process of this Agenda Item

The purpose/desired outcome(s) of this agenda item is to provide the Board of Education with the Superintendent's school year goals and supporting initiatives for the 2025-2026 school year. The agenda item will also to set the framework and direction of the District and Superintendent for the upcoming school year and to uphold the directives of the District Strategic Plan.

The objective of this agenda item is to:

- Provide the Board of Education with the Superintendent’s goals for the 2025-26 school year and maintain alignment with Board policies.
- Provide tangible evidence within monitoring reports and other reporting methods with the use of KPIs.
- Support transparency and accountability by providing measurable evidence-based indicators to enable the Board to fulfill its oversight role while maintaining its commitment to Policy Governance

The process for this agenda item is for the Superintendent to provide periodic updates on his goals to the Board throughout the school year.

2. Agenda Item Details

<p>Submitted By: Dr. Tony Byrd, Superintendent</p>	<p>Date Submitted: May 29 2026</p>
<p>Recommended Action: Information Discussion Preparing for BOE Action</p>	<p>Revised Agenda Item? Yes No Previous Agenda Dates/Item#: N/A</p>
<p>Pertaining to Governance Policy: Board Superintendent Relationship policies including: <ul style="list-style-type: none"> - BSR-3 – Accountability of the Superintendent - BSR-4 – Delegation of the Superintendent - BSR-5 – Monitoring the <i>Ends and Executive Limitations</i> Policies and Superintendent Performance Evaluation Processes </p>	<p>Alternatives: Approve this agenda item, as written Incorporate changes from recorded agenda item discussion and documented in the End-of-Meeting debrief Update all agenda item materials for a near-future BOE meeting Not Applicable (N/A)</p>

3. Executive Summary

This agenda item presents the Superintendent’s annual goals and supporting initiatives for the 2025–26 school year. In alignment with the Board–Superintendent Relationship Policies, these goals serve as the foundation for both the formative and summative evaluation processes conducted by the Board.

The inclusion of Key Performance Indicators (KPIs) strengthens this framework by providing clear, measurable evidence of progress. These metrics will demonstrate compliance with the Board’s Ends policies—focused on student outcomes and district priorities—and Executive Limitations policies—ensuring responsible and ethical management of district operations.

Through this alignment, the Superintendent’s goals, initiatives, and KPIs not only clarify strategic priorities for the year ahead, but also reinforce a shared accountability model that upholds the Board’s governance role and policy expectations.

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4. Background

Each year the superintendent sets goals in alignment with the district vision and strategic plan. The goal set for this year builds on last year and aligns with the policies established by the Board under Policy Governance. Updates are provided on a regular cadence to the Board of Education to provide evidence to support the superintendent’s goals and initiatives.

5. Cost Benefit/Analysis

Not Applicable (N/A)

6. Advantages (+) / Disadvantages (-)

Advantages (+)	Disadvantages (-)
<ul style="list-style-type: none"> + Inform the Board of the Superintendent Goals and supporting Initiative updates for the 2025-2026 school year. + Provide Key Performance Indicators (KPI’s) to support data/information presented to the Board of Education as able. 	- N/A

7. List of Attachments (If applicable):

Primary Attachment(s):

- [Presentation](#) - Superintendent Goals Update (June 4 2026)
- [2025-2026 Superintendent Goals](#)
- [SSD Superintendent Goals Tracker](#)

Supporting Materials:

- [Presentation](#) - Superintendent Goals Update (January 21 2026)
- [2024-2025 Superintendent Goals](#)
- [2023-2024 Superintendent Goals](#)

N/A - No Attachments