

The Work Study of the Osborn School District Governing Board was called to order at 4:30 pm by Board President Aguilar.

**Present:**

Ylenia Aguilar, Board President  
Sue Corbin, Board Member  
Juan Carlos Flamand, Board Member  
Samuel Richard, Board Member  
Dr. Michael Robert, Superintendent

**Discussion/Information Items**

- A. Continuation of Discussion of Strategic Plan with Superintendent
- B. Discussion of Board and Superintendent Goals

Dr. Robert introduced the Superintendent and Governing Board goals in juxtaposition to how goals were presented in the prior 3 years. With Mr. Flamand joining the Board, clarity on how the Superintendent goals became aligned to Board goals as well as inclusion of aspects of the new strategic plans in the four areas of goal-writing was necessary. Dr. Robert also touched on how progress toward these goals was communicated to the Board in past years.

The four goals chosen for the Superintendent goals were written in alignment with the four chief areas of the Strategic Plan—Academic and Behavioral Success, Operations, Leadership, and Community Partnership. Each of these four areas was defined in and of itself, as well as how the fifth Improvement Strategy around Equity was related.

Dr. Robert was able to receive feedback from members about the goals, manners in which continuous feedback from the Superintendent to the Board and vice versa could occur throughout the year, and plans to incorporate Board strategies in alignment with the Superintendent's goals. With Mrs. Radtke not present, the Board chose not to write aligned Board strategies at this time.

In conversation about reporting of progress toward goals with the Board, Mr. Richard encouraged Dr. Robert to be expressive of efforts toward goals that are accomplished not only individually, but in work of the Administrative Team, so that the Board can have a full understanding of how the work toward the Superintendent's goals are supported by the direct reports to the Superintendent as well.

Dr. Robert shared the strategy he uses for tracking progress toward goals and how he presents that to the Board both in writing and in evaluation sessions with the Board. He will share past documents with Mr. Flamand of both the previous year goals and tracking/reporting of progress toward goals.

**Adjournment**

Meeting declared adjourned by President Aguilar at 5:15 pm.

Minutes submitted by:

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Michael Robert, Superintendent