

## SWEET HOME SCHOOL DISTRICT NO. 55

Sweet Home, Oregon

Board Member Mike Adams called the Work Session **meeting** of the board of Directors of Sweet Home School District No. 55 to order at 3:00 p.m. on March 9, 2026.

### **Board Members in Attendance**

Mike Adams, Dale Keene, Rachel Maynard, Amanda Carter, Dustin Nichol, Chris Hiaasen, Jenna Northern (3:18); Absent: Mary Speck, Robert Webster

### **Staff Members in Attendance**

Superintendent: Terry Martin; Directors: Brian Brands; Board Recording Secretary: Julie Emmert; Others: Michelle Bidwell- Technology

#### **1. Call the meeting to order/pledge**

#### **2. Board Work Session - Jennifer Nelson, OBSA - Facilitator**

**Topic:** Aligning Strategic Priorities and Board & Superintendent Goals

### **Goals & Outcomes**

Discussion focused on aligning the district strategic plan with district goals, superintendent goals, and board goals to ensure clear direction, action, and accountability.

### **Why Governance Alignment Matters**

The importance of connecting the **Strategic Plan** → **Action** → **Accountability** was emphasized to ensure progress toward district priorities.

### **The Board's Governance Role**

School boards have three primary governance responsibilities:

- **Set Direction**
- **Ensure Accountability**
- **Provide Oversight**

### **Board Goal-Setting**

The board discussed the difference between:

<b>Type</b>	<b>Purpose</b>	<b>Responsibility</b>
<b>District Goals</b>	What the district aims to accomplish	District leadership and staff
<b>Superintendent Goals</b>	What the superintendent will lead or implement to achieve district goals	Superintendent
<b>Board Goals</b>	Governance actions that support and monitor progress toward district goals	School Board

### **Example Alignment**

Example provided during the discussion:

- **District Goal:** 100% on-time graduation for all students
- **Superintendent Goal:** Develop and implement a district-wide early intervention system to improve graduation rates
- **Board Goal:** Ensure district budget priorities and accountability measures are aligned to support on-time graduation

The board discussed how this alignment could look within **Sweet Home’s Strategic Priorities, District Goals, Superintendent Goals, and Board Goals.**

### **Superintendent Evaluation Discussion**

**Dale Keene** asked if the board should hold a separate meeting to set the superintendent’s goals.

**Jenn** recommended:

- First developing a **strong superintendent evaluation process**
- Then collaboratively determining superintendent goals.

### **Evaluation Feedback**

**Jenna Northern** asked about changing the evaluation rating scale from “**Meets/Does Not Meet**” to a **1–4 scale**.

**Dustin Nichol** suggested gathering feedback from individuals beyond the superintendent, including: Staff & Community members who work with the superintendent

He noted that **surveys would be helpful**. The Oregon School Boards Association (OSBA) has already developed survey tools and could assist with this process. Board training on the evaluation process was also suggested.

OSBA has also released a **new governance book**.

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## **Strategic Priority Alignment Worksheet**

### **Safe & Engaging Schools**

#### **District**

- Anti-bullying program
- Secure facility updates

#### **Superintendent**

- Evaluate peer conflict vs. bullying practices

#### **Board**

- Direct the superintendent regarding improvements
- Monitor progress through reports

### **Thriving Students & Prepared Citizens**

#### **District**

- Expand Career and Technical Education (CTE) programs
- Student recognition programs

#### **Superintendent**

- Recruit and staff positions needed for these programs

#### **Board**

- Approve funding
- Authorize hiring

### **Academic Success for All**

#### **District**

- Early reading professional development groups

### **Superintendent**

- Ensure professional development is available and implemented
- Provide feedback and improvement timelines

### **Board**

- Allocate budget resources
  - Request progress updates
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## **Connected School Community**

### **District**

- Parent and community events (Dr. Seuss Night, service opportunities)

### **Superintendent**

- Communicate major events and district updates
- Maintain presence at community activities
- Bring ideas and opportunities from community meetings

### **Board**

- Support programs
- Monitor participation
- Attend community events

## **Board Goals**

### **Characteristics of Effective Board Goals**

Good board goals should be:

- Connected to strategic priorities
- Governance-focused
- Measurable
- Achievable within one year

## Possible Board Goal Themes for Sweet Home

- Strategic Monitoring
- Board–Superintendent Relationship
- Community Engagement

## Potential Board Goals Discussed

- Increase board understanding of governance roles through professional development
- Improve communication with the superintendent regarding data and progress monitoring
- Align board communication around district needs and the upcoming **bond effort**, including safety and budget priorities
- Promote a “**one board, one voice**” approach when communicating with the community

## Superintendent Evaluation

### Purpose

- Support improvement
- Provide accountability
- Strengthen the board–superintendent relationship

### Components

- Superintendent goals
- Professional standards
- Board feedback

### Evaluation Process

- Standards
- Goals
- Evidence of performance
- Quarterly check-ins
- Self-evaluation
- Portfolio

### Additional Elements

- Targeted feedback survey (optional)

- Formal evaluation
- Public summary statement

## **Superintendent Goal Brainstorm**

### **Safe & Engaging Schools**

- Provide bond information to the community
- Improve school security
- Communication between high school and junior high
- SC141 requirements

### **Thriving Students & Prepared Citizens**

- Expand CTE programs to the junior high level
- Improve district updates
- Implement communication related to the public employee bond measure
- Increase connection across all school levels

### **Academic Success for All**

- Distance learning opportunities
- SC141 requirements
- Reporting on district academic initiatives
- Support staff through professional development

### **Connected School Community**

- Direct communication with parents and community members
- Community events tied to district goals
- Expand events such as Dr. Seuss Night and Science Night

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## **Board Self-Evaluation**

Board self-evaluation may be conducted using a **targeted survey tool**.

## **Next Steps**

- Board drafts and finalizes **2-3 superintendent goals**

- Board reflects on ideas and drafts **board goals**
- Adopt evaluation timeline, tools, criteria, and survey process
- Begin evaluation cycle this spring

Jenn will prepare a **proposal for the board to review**.

The board discussed holding another **work session in April** to continue planning and develop evaluation questions for Jenn.

### **3. Adjournment**

The meeting adjourned at 5:30 p.m.

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*Signature, Board Chairman*

*Julie Emmert, Board Recording Secretary (This meeting was also recorded and saved  
supt/board/audio)*