



**DISTRICT OFFICES**  
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## MEMORANDUM

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**To:** Burlington Board of School Commissioners  
**From:** Tom Flanagan, Superintendent  
**CC:** Bonnie Ryder, Executive Assistant to the Superintendent  
**Date:** April 13, 2021  
**Subject:** **Superintendent Goals for SY 2021-22**

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The purpose of this memo is to present the Superintendent's goals for the 2021-22 school year to the Board of School Commissioners for review, feedback, and approval.

After review of my evaluation feedback, I observed the domains of policy development and supervision/evaluation as areas of growth. In addition to these two areas, I believe it is important that I focus on developing a strategic plan to clarify our vision and our goals for the next five years.

Therefore, I would like to present the following three goals for SY 2021-22:

1. Develop and implement a process for reviewing existing policies and developing new policies to ensure the District and Board are aligned with federal, state, and local requirements.
2. Develop and implement a teacher and school leader supervision and evaluation system that prioritizes goal setting, observation, and feedback, and ensures evaluation data is stored in one database.
3. Co-construct an equity-focused, five year strategic plan with our community that sets clear and measurable goals for our district and outlines strategies to meet those goals.

**Recommended Motion:**

*I move to approve the Superintendent's proposed goals for the school year 2021-22.*