

Los Alamos Public Schools Board of Education

Leadership & Planning Framework

Vision

Goals

Guiding Values

Report Card

24 April 2007 (Draft V.2)

**1.0 Measurable
Achievement**

**2.0 Parent and
Community
Engagement**



**3.0 Teacher and
Staff
Development,
Support
and Performance**

**4.0 Financial
Responsibility &
Stability**

Los Alamos Public Schools
Board of Education

Our Vision and Focus Areas/Goals

2007 Board Focus Areas and Goals

1.0	Measurable Achievement
1.1	Continue to review and use state and national benchmarks, M.A.P.S. and other key metrics to help define, communicate and develop community-wide understanding and support for our district vision with emphasis on continuous measurable improvement of teaching and learning for all students.
1.2	Continue to strengthen linkages between our budgets, our instructional programs, our teaching and our students' achievement.
1.3	Continue to enable, support and measure diverse instructional programs that respond to the diverse needs of our district.
2.0	Parent and Community Engagement
2.1	Continue to strengthen board visibility, outreach, listening, communication, discussion, feedback and participative decision-making with parents and community stakeholders.
2.2	Continue to strengthen parent and community access to information and understanding of district plans, policies and budgets with emphasis on building community confidence and support.
3.0	Teacher and Staff Development, Support and Performance
3.1	Continue to work with the Superintendent to strengthen recognition, appreciation, rewards and compensation for high-performing administrators, teachers and staff.
3.2	Work with the Superintendent to continue to increase and reward employee input, empowerment, pride in our district, professionalism and accountability for continuous improvement.
3.3	Work with the Superintendent to strengthen strategic recruitment, compensation, development, support, retention and succession planning for district leaders, teachers and staff.
4.0	Financial Stability and Sustainability
4.1	Work with the Superintendent to strengthen district communication, reporting and accountability for financial stewardship, compliance and management of district assets, budgets and other financial obligations.
4.2	Work with the Superintendent and the community to examine diverse financial scenarios and associated financial opportunities and risks to create a sustainable financial and facilities plan that aligns with our vision, program and instructional priorities.

Visionary Leadership

**Value
Teachers
and Staff**

**Social &
Community
Responsibility**



**Board
Values**

**Fiscal
Responsibility**

**Systems
Perspective**

Los Alamos Public Schools
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Our Values: How We Will Conduct Ourselves and Lead by Example

Visionary Leadership

You will know we are leading by example when we _____.

Define specific attributes of a “premier school district” and encourage continuous improvement in teaching and learning that helps “inspire” every child to “learn to their full potential.”

Our community, teachers and staff understand and agree with our Board’s goals, mission, and guiding principles.

Develop, communicate and implement a multi-year, long range strategic plan and budget that the community and district understand and follow.

Work aggressively to develop and cultivate new funding sources with specific attention to the Foundation.

Select and use data and metrics to understand trends and variation and make pro-active decisions.

Invest in our own leadership and professional development.

Value Teachers and Staff

You will know we are leading by example when we _____.

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Walk around, visit schools, and are visible and accessible to everyone.

Listen, encourage, support, appreciate and acknowledge them.

Promote ways for them to express their views and opinions without fear of reprisal.

Recognize excellence in teaching and professional service.

Pay them well and reward outstanding behavior.

Invest in training and professional development.

Recognize individuals for extra-ordinary work that goes beyond what is expected.

Strengthen communication with principals.

Take a district staff tour at least once each year.

Social and Community Responsibility

You will know we are leading by example when we _____.

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Listen to the community and proactively seek input on how the board and the district are doing.

Explain the board's decisions with sound reasoning based on solid facts.

Listen, study, speak clearly, and use data (and when the bond vote succeeds!).

Make board decisions that consider community impacts and unintended consequences.

Work together as a board to effective positive change in our administration.

Take community input and respond to it.

Understand issues, govern and make policy that is in the best interest of the entire community.

Participate in (non-school) community programs and activities.

Fiscal Responsibility

You will know we are leading by example when we _____.

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Children 1st drive our planning and budget.

Our community and program priorities are aligned with our budgeted priorities.

Integrate our annual operating budget with longer-term investments in facilities and capital improvements.

Increase transparency of district budgets with a view toward increasing public trust and confidence in how our management of district finances.

Our stakeholders understand our financial challenges and are involved in our financial planning and decision-making.

Work aggressively to develop and manage district assets and new sources for sustainable funding.

We manage our budget efficiently with minimal adjustments.

We see specific linkages between our investments and improvement in teaching and in student learning and achievement.

Systems Perspective

You will know we are leading by example when we _____.

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Help everyone in the district understand, agree and commit to achieving common goals.

Seek stakeholder input and clarify and prioritize desired outcomes for our programs and activities.

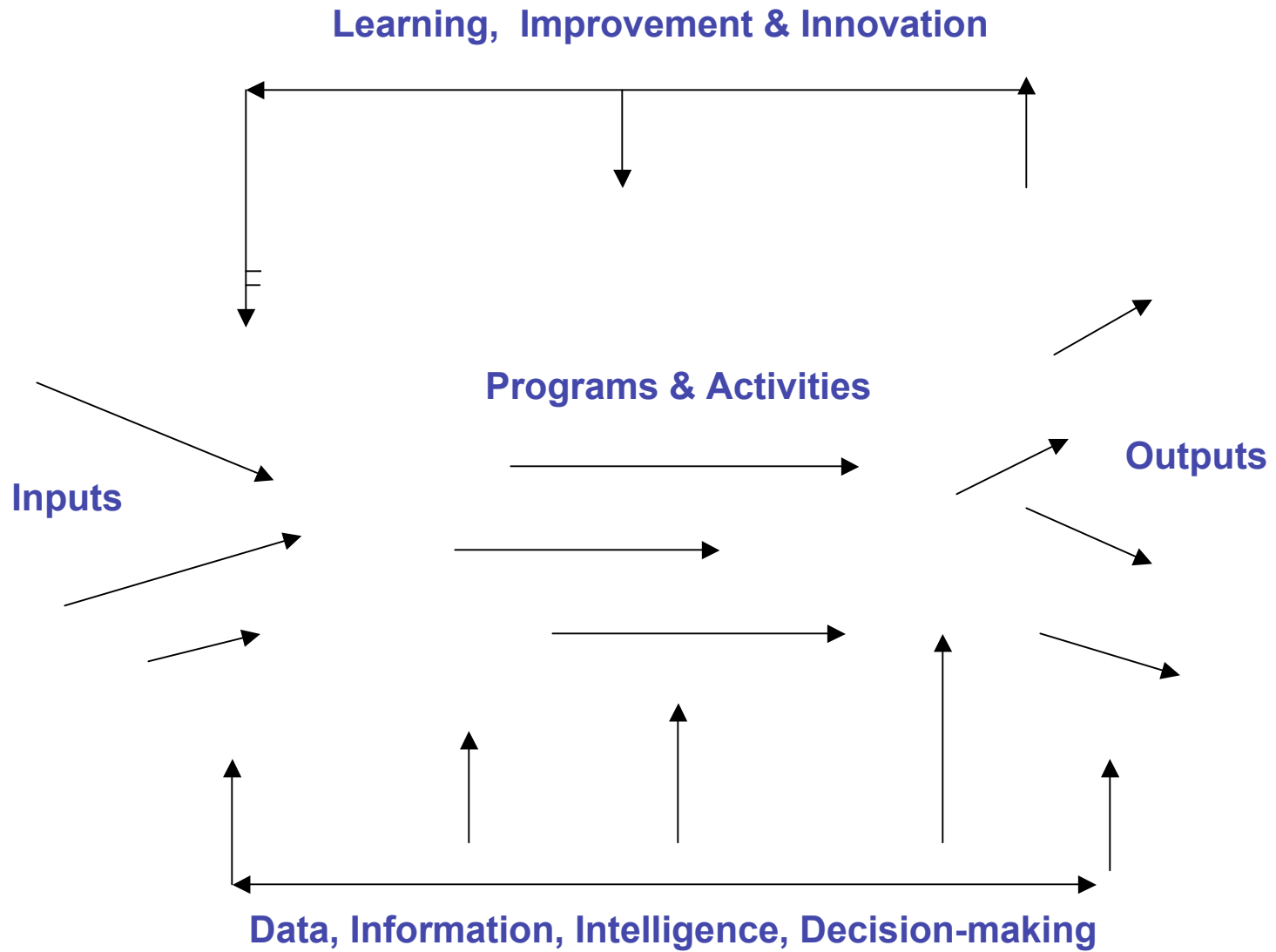
Define, map and communicate our district's most significant teaching and administrative processes or systems.

Help teachers, staff, parents and students better understand their individual roles and responsibilities within the overall district K-12 education system.

Strengthen linkages or interfaces within the district K-12 system.

Use data and information to understand performance, make decisions and lead lessons learned, continuous improvement and innovation.

See the "big picture"; understand how our decision-making on specific issues has an impact on the entire school district; anticipate all consequences of our decisions; minimize or eliminate "surprises."



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Systems Thinking

School Board Report Card: Measures and Indicators of Effective Governance:

How will we know we are leading a premier school district in which every child learns to their full potential?

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We have led and supported district and community-wide discussion and definition of our vision for becoming a truly “premier” district that inspires all students to learn to their full potential.

We have enabled and supported strategic recruitment and hiring of key district leaders including the district financial manager and the high school principal.

We have worked effectively with the Superintendent to strengthen the district’s leadership, planning, process management, reporting and control of district budgets, facilities and other assets.

LAPS student achievement measures, trends and benchmarks compared to best districts nation-wide

Parent and community support and confidence levels.

Teachers and staff support, satisfaction and confidence levels.

Long-term financial stability, multi-year budget forecast and control; long-term facility and capital improvement plan.

Board Self-Assessment: April 2007

**Good?
What are we doing well?**

We share great interest, expectations and commitment to continuous measurable improvement.

Our new board has great diversity in experience, expertise, interests, skills and styles.

Although we may disagree on specific issues, we are open-minded, professional and respectful in our communication, discussion and decision-making.

We encourage openness and participation in public meetings and encourage community input.

The new board is recognizing, understanding and continuing to use effective strategies, committees, processes and practices of the previous board (s).

We emphasize data-driven leadership, analysis, planning and decision-making.

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**Better or Different?
What do we need to do better or different?**

Strengthen communication, alignment, trust and collaboration with the Superintendent that includes a meaningful professional development plan.

Work closely with the Superintendent to strengthen succession planning and strategic recruitment for key district leadership positions.

Continue to strengthen our outreach, visibility, credibility, listening and communication with the community.

Continue to recognize, appreciate, reward and support district teachers and staff.

Continue to strengthen skills and community confidence in our financial planning and stewardship of district facilities, assets and budgets.

Continue to develop a district, school and community culture that inspires all children to learn to their full potential.