

SCHOOL DISTRICT 197

Nurture. Inspire. Prepare. Together, We Thrive.

2026-2027 Superintendent Goals

Approved by School Board on TBD

Goal 1

The superintendent will oversee the implementation of operational plans in support of the strategic plan's focus areas of social and emotional learning, equitable systems and support, and career exploration and preparation.

Goal 1 Related MSBA Rubric

Standard 1 (Governance Team) Element B (Goals and/or Strategic Plan)

<u>Ineffective (1)</u>	<u>Developing (2)</u>	<u>Effective (3)</u>	<u>Highly Effective (4)</u>
Goals are not developed.	Goals have been developed, but no overall plan or alignment of resources exists.	Facilitates the development of the school district's short- and long-term goals and recommends necessary financial strategies to meet goals.	Facilitates development of the school district's short- and long-term measurable goals and aligns available resources with the school district's budget to accomplish goals.

Goal 2

The superintendent will develop and implement a plan to communicate the proposed capital project levy. Based on the levy referendum results, the superintendent will continue to implement budget procedures and policies that enhance long-term fiscal stability and further implement cost-containment strategies as needed.

Goal 2 Related MSBA Rubrics

Standard 2 (School District Finances) Element A (Budget Development and Maintenance)

<u>Ineffective (1)</u>	<u>Developing (2)</u>	<u>Effective (3)</u>	<u>Highly Effective (4)</u>
Budget knowledge is limited. Budget is developed and managed without taking into consideration current needs of the school district. Resources are allocated without consideration of school district needs.	Budget development, resource allocations, and management is focused on meeting immediate needs and fiscal issues. Decisions are primarily reactive to current needs of the school district.	Engages in proactive budget actions that consider current information and data; seeks balance to meet the students' needs and be fiscally responsible to community; distributes resources in light of school district goals and immediate objectives.	Engages in timely budget planning and actions that consider current and long-range information and data; seeks balance to meet students' current and future needs and be fiscally responsible to community; distributes resources to meet immediate and long-range objectives.

Goal 2 Related MSBA Rubrics (continued)**Standard 3 (Communication and Community Relationships) Element C (Inform the Community as a Whole)**

Ineffective (1)	Developing (2)	Effective (3)	Highly Effective (4)
Does not provide information community needs to understand school district issues and/or concerns, hindering school board's ability to meet its responsibilities.	Keeps only some community members informed of school district issues and/or concerns, limiting school board's ability to meet its responsibilities.	Keeps community members informed of school district issues and/or concerns as needed so school board may meet its responsibilities.	Actively keeps community informed with appropriate, regular communication on variety of school district topics, issues, and/or concerns, allowing school board to meet its responsibilities.

Goal 3

The superintendent will increase staff engagement and feedback through one-on-one interviews with all district staff within 4-6 years. Additionally, should further budget cuts be required, the superintendent will host listening sessions at each site.

Goal 3 Related MSBA Rubric**Standard 6 (Teaching and Learning) Element E (Culture of Cooperation)**

Ineffective (1)	Developing (2)	Effective (3)	Highly Effective (4)
Culture of trust does not exist.	Haphazardly supports open, productive, caring, and trusting environment among staff.	Encourages open, productive, caring, and trusting environment among staff.	Develops and supports open, productive, caring, and trusting relationships among staff.