



TO: School Board Members

FROM: Peter Olson-Skog, Superintendent

DATE: August 24, 2026

SUBJECT: Approval of 2026-2027 Superintendent Goals

BACKGROUND

Each year, the superintendent establishes annual goals that are aligned to and informed by the district's strategic framework, the board's evaluation of the superintendent, and formative feedback received from stakeholders. Prior to drafting these goals, the superintendent meets with the Results Committee to review these elements and discuss the general direction of the goals for the coming year. The superintendent then drafts the goals, presents them to the full board for feedback, and revises as necessary before returning them to the board for final approval.

The 2026-2027 school year marks the district's second year using the Minnesota School Boards Association (MSBA) Superintendent Evaluation System. Under this model, the superintendent's annual goals are connected to specific MSBA competencies and indicators, allowing the board's evaluation to remain focused on the district's priorities and the work most directly associated with the approved goals.

The proposed goals for 2026-2027 continue the superintendent's focus on implementation of the district's strategic plan, long-term fiscal stability, communication and community engagement, and building a culture of trust and cooperation among staff. The goals also reflect significant work anticipated during the coming year related to communication regarding the proposed capital project levy and, depending on the outcome of the referendum, continued cost-containment efforts.

The proposed goals and their associated MSBA rubric descriptors are presented in the board packet.

RECOMMENDED RESOLUTION

BE IT RESOLVED by the School Board of School District 197 to approve the 2026-2027 Superintendent goals as presented.