

2026-27 School Year Strategic Plan Superintendent Goals				
Goal Area	Result	Actions	Outcome	
Agency <i>We will build learner agency through exceptional learning experiences.</i>	Systems at Mahtomedi Public Schools exist to support a strong academic foundation for all students with an emphasis on literacy, math, and science.	Implement a multi-year literacy improvement plan	The fourth year of a district-wide plan for research-based literacy instruction improvement is implemented CAREIALL Science of Reading Training 2026-27 Grades 6-12 - Participants: teachers of secondary content areas where students regularly engage with informational text as a core part of learning. (English, Social Studies, Science, World Language, AVID). - Improve educator knowledge about adolescent development of reading skills through successful completion of CAREIALL for Secondary - Utilize and apply evidence-based literacy instructional strategies in respective content areas	
		Embed AVID College and Career readiness strategies into Middle School and High School academic coursework	Develop and use a structure for students to set academic goals and use their own assessment data to guide individual improvement. Begin implementation of Xello College and Career Readiness software.	

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		Strengthen Curriculum Review	Align and prioritize standards and benchmarks in secondary academic areas. Improve common assessments to align and monitor student progress on standards. • District-wide math 2026-2028 • Selected secondary content areas	

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Trust & Partnership <i>We will foster trust and partnership amongst all staff, students, families, and community members.</i>	Mahtomedi Public Schools has a viable, long-term budget plan.	Lead a proactive budget process that supports the district strategic plan and priorities.	Maintain 3 year budget projections for long-term planning Budgets vs. Actuals of no more than 2% variance for expenses and revenues	
			Prepare a budget that proactively responds to future projected funding challenges and examines ways to provide services with other public and private agencies.	
	Mahtomedi Public Schools has a clearly articulated communications plan for facilities	Implement and develop Facilities Communications Plans	Implement a construction communication plan that will include tactics to ensure stakeholders are informed about the progress of the November 2025 approved facilities projects. Develop a communications plan to set the stage for Phase II facilities projects alongside a capital campaign.	
	Mahtomedi Public Schools has a well-informed, high-performing Board	Support Board Learning Work	Increase learning opportunities during study sessions including understanding non-academic data that research suggests affects academic outcomes.	
	Initiate Process to Update Strategic Plan		Provide leadership training to support engagement Create schedule and communications to initiate the planning process for fall of 2027.	

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Excellence <i>We will define, cultivate, and celebrate excellence in the many ways it is embodied in our diverse Zephyr community.</i>	Mahtomedi Public Schools has definitions for school and district excellence.	Define School & District Success Metrics	In partnership with the Mahtomedi School Board, school and district metrics are established (Satellite and Map level) that define excellence. (Dashboard) At least twice a year, the Board and community are provided with success metric results. The district will demonstrate continuous improvement in proficiency and growth, as evidenced by year-over-year increases on state assessments and district benchmark data at rates comparable to or higher than those of top-performing districts with similar demographics.	
	Mahtomedi Public Schools has definitions for individual excellence.	Expand Strategic Plan Objectives to define the Mahtomedi Portrait of a Graduate	Establish and communicate a portrait of a graduate to students, staff and families. Explore ways for students to document and demonstrate their Portrait of a Graduate skills. Explore ways to engage the community in providing authentic feedback to students	