

Superintendent's Goals 2026-2027 school year

1. **Leadership and Culture:** Build a collaborative district vision, assess organizational climate, and provide clear, strategic direction.

Evidence:

- Successfully implement the cell phone policy as adopted by the School Board.
- Collaborate with the School Board to establish and refine the district's core values, vision, mission, and strategic plan.
- Meet regularly with district committees and the leadership team to support continuous improvement in climate and culture.
- Meet with a student committee on a quarterly basis to gather student perspectives, feedback, and recommendations.

2. **Communication:** Facilitate teamwork, resolve conflicts constructively, and communicate transparently with stakeholders and the media.

Evidence:

- Provide timely staff updates through regular District Office communications.
- Offer quarterly staff meetings to share important information and progress related to the budget, strategic planning process, district goals, and other key initiatives.
- Meet with stakeholders, as needed, to actively listen, address concerns, and work collaboratively toward resolution.
- Consistently share the accomplishments and positive stories of Morris Area Schools through radio, newspapers, social media, the district website, the Lions Club, Chamber of Commerce, and other community channels.

3. **Excellence:** Set the standard for excellence, hold myself and others accountable to that standard, and foster a culture of continuous improvement.

Evidence:

- Establish clear academic goals through the Comprehensive Achievement and Civic Readiness (CACR) process.

- Ensure academic goals are monitored through ongoing data collection, analysis, and review.
- Model and reinforce professional practice standards through consistent adherence to the district's core values.
- Provide ongoing feedback and accountability to the district leadership team through regular check-ins, mid-year goal reviews, and annual evaluations.
- Set clear expectations for the district leadership team to lead, promote, and hold those employees in their department accountable for the goals of the district.