



Superintendent Goals: 2026-2027

Goal 1

Increase academic and SE growth within all student populations.

Activity:

Continue to research, evaluate, implement, and strategically update curricular resources and best instructional practices.

Action Plan:

- Create a mentoring program focused on Year 1 and 2 teachers, focused on modeling, coaching, instruction, and collegiality
- Continue to research and implement elements of MTSS at middle/high school levels

Success Indicators:

- Student Proficiency Growth Indicator: Over 3 years: 6% Proficiency Increase
 - NWEA Assessment Data Grades: 6-8
 - PSAT/SAT Grade: Grades 8, 9, 10, 11
- Create ongoing budgetary and personnel support

Goal 2:

Maintain a safe, inclusive, and responsive learning environment throughout the district

Activity:

Maintain a high level of safety and security for all stakeholders through proactive safety planning and targeted professional development.

Action Plan:

- Implement Standard Response Protocol across the district.
- Implement Restorative Practices professional development training for all support staff, bus drivers, and paraprofessionals
- Implement Reunification Protocols across the district.

Success Indicators:

- SSIS (6-12) and SEL-Web (TK-5) surveys indicate a 6% increase in students “feeling connected to staff and school” at the end of 3 years
- Employ a mock reunification process and implementation in June 2026

Goal 3:

Increase family and community involvement through effective communication and engagement opportunities

Activity:

Create opportunities for every parent to be engaged and involved. Increase engagement with community groups and organizations.

Action Plan:

- Implement “coffee meetings” throughout the district



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- Work with Media Specialist to increase social media impact, bimonthly parent blogs, and fall, winter, spring community newsletter

Success Indicators:

- Action plan is implemented

Goal 4:

Ensure facilities are well-maintained, safe, and support the needs of the community

Activity:

Create, prioritize, and share a sequential facility needs plan for the district.

Action Plan:

- Work with parents, staff, administrators, BOE facility/finance committee, facilities supervisor, and business director to implement the 3-year facility, bus fleet, and technology improvement plans.

Success Indicators:

- Implementation of RFP's by December focused on plan implementation

Goal 5:

Retain and develop a high-quality staff

Activity:

Retain staff by advancing a culture of support, pride, and belonging for all ERS employees

Action Plan:

- Create a mentoring program focused on Year 1 and 2 teachers, focused on modeling, coaching, instruction, and collegiality
- Restorative Practice professional development for all instructional staff
- Process Communication Model professional development for cabinet members

Success Indicators:

- Staff retention percentages show a positive employment trend for the district.