



Superintendent Goals: 2026-2027

Mission: To inspire a passion for learning that enables all individuals to reach their highest potential.

Commitments:

We will strive to ensure:

- A safe and welcoming learning community
- Student success
- A culture of continuous improvement, staff development, and support
- Organizational effectiveness and sustainability

Initiatives/Strategies:

1. Ensure Mend the Middle Project is on Time and Within Budget
2. Strengthen Community Partnerships
3. Ensure Fiscal and Organizational Management
4. Improve Student Outcomes
5. Complete Comprehensive Strategic Planning Process for 2027-2028 through 2031-2032

Initiative/Strategy	Key Performance Indicators	Critical Actions
#1 Ensure Mend the Middle Project is on Time and Within Budget	● Phase 3 ○ Starts and ends on time ○ Stays within the parameters of the approved budget ○ Meets the design's expectations.	● Maintain open communications with ICS, APX, PSM, and EC/SPMS administration ● Provide regular updates to the board via committee/board meetings, and bi-weekly updates
#2 Strengthen Community Partnerships	● Research, explore, and/or implement innovative ways to support the district's strategic priorities. ● Develop/support a reliable pipeline for highly qualified teacher applicants ● Utilize professional development opportunities	● Explore/Implement additional partnerships with Gustavus Adolphus College ● Participate in Cities, Colleges, and Universities Advisory Committee; City of St. Peter's Sustainability Task Force; Big South Superintendent's meetings; Little 10; and the Lead CTE cohort (SCSC)
#3: Ensure Fiscal and Organizational Management	● Quarterly fund balance updates to the board ● Fiscal Management Plan based on three year roll out ● Maintain a fund balance reserve of 30 - 36 days.	● Weekly budget meetings with business manager ● Monthly business committee meetings ● Report summary of district revenues and expenditures via the quarter fund balance tracker ● Develop, monitor, and adjust the three year budget roll out and fiscal management plan.
#4: Improve Student Outcomes	● Improved MCA proficiency ● Improved student perception data ● Improved attendance rates ● Decrease failure rates ● Decreased behavior referrals	● Develop alignment through a clear district mission, vision, and direction. ● Align resources and efforts through the strategic planning process. ● Continue weekly principal/administrative team meetings to ensure progress on district level strategic plans ● Continue monthly individual principal meetings to ensure progress on building/program level strategic plans.
#5: Complete a Comprehensive strategic planning process for 2027-2028 through 2031-2032	● Identification of district and community priorities ● Creation of Portrait of a Graduate ● Development of 3 - 5 year action plan	● Identify partner ● Gather information from students, staff, and community ● Identify themes/priorities ● Develop 3-5 year action plan ● Communicate plan