



**TO:** School Board Members

**FROM:** Peter Olson-Skog, Superintendent

**DATE:** October 20, 2025

**SUBJECT:** Approval of 2025-2026 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 engage in discussion about 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.

As the board is aware, this year marks the district's pilot implementation of the Minnesota School Boards Association (MSBA) Superintendent Evaluation System. This updated model replaces the previous evaluation framework that utilized the McREL (Mid-continent Research for Education and Learning) rubric. The McREL model contained an extensive set of performance descriptors - literally hundreds across multiple standards - and required the board to evaluate the superintendent on the full range each year, regardless of alignment to district priorities.

In contrast, the MSBA evaluation system focuses on a smaller, targeted set of competencies that are directly connected to the superintendent's annual goals. Under this new approach, the board evaluates the superintendent only on the specific competencies and indicators tied to the approved goals. This narrower focus allows for a more meaningful and goal-driven assessment of progress while ensuring clear alignment with the district's mission, strategic priorities, and the board's governance role.

The MSBA process also provides a consistent structure for evaluation, emphasizing clarity, accountability, and continuous improvement. In the list that follows, the superintendent's proposed goals for the year - approved by the Results Committee - are presented along with the associated MSBA rubric descriptors that will guide the evaluation process.

### **Goal 1**

The superintendent will oversee the implementation of operational plans in support of the strategic plan's focus areas of social and emotional learning, equitable systems and support, and career exploration and preparation.

#### **Related MSBA Rubric:**

##### **Standard 1 (Governance Team) Element B (Goals and/or Strategic Plan)**

| <b><u>Ineffective (1)</u></b> | <b><u>Developing (2)</u></b>                                                    | <b><u>Effective (3)</u></b>                                                                                                                 | <b><u>Highly Effective (4)</u></b>                                                                                                                                          |
|-------------------------------|---------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Goals are not developed.      | Goals have been developed, but no overall plan or alignment of resources exists | Facilitates the development of the school district's short- and long-term goals and recommends necessary financial strategies to meet goals | Facilitates development of the school district's short- and long-term measurable goals and aligns available resources with the school district's budget to accomplish goals |

### **Goal 2**

The superintendent will continue to put in place budget procedures and policies that will enhance long-term fiscal stability, further implementing the cost containment strategy design in FY 25.

#### **Related MSBA Rubrics:**

##### **Standard 2 (School District Finances) Element A (Budget Development and Maintenance)**

| <b><u>Ineffective (1)</u></b>                                                                                                                                                                               | <b><u>Developing (2)</u></b>                                                                                                                                                               | <b><u>Effective (3)</u></b>                                                                                                                                                                                                                          | <b><u>Highly Effective (4)</u></b>                                                                                                                                                                                                                                            |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Budget knowledge is limited. Budget is developed and managed without taking into consideration current needs of the school district. Resources are allocated without consideration of school district needs | Budget development, resource allocations, and management is focused on meeting immediate needs and fiscal issues. Decisions are primarily reactive to current needs of the school district | Engages in proactive budget actions that consider current information and data; seeks balance to meet the students' needs and be fiscally responsible to community; distributes resources in light of school district goals and immediate objectives | Engages in timely budget planning and actions that consider current and long-range information and data; seeks balance to meet students' current and future needs and be fiscally responsible to community; distributes resources to meet immediate and long-range objectives |

**Standard 3 (Communication and Community Relationships) Element C (Inform the Community as a Whole)**

| <b>Ineffective (1)</b>                                                                                                                                           | <b>Developing (2)</b>                                                                                                                              | <b>Effective (3)</b>                                                                                                               | <b>Highly Effective (4)</b>                                                                                                                                                                 |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Does not provide information community needs to understand school district issues and/or concerns, hindering school board's ability to meet its responsibilities | Keeps only some community members informed of school district issues and/or concerns, limiting school board's ability to meet its responsibilities | Keeps community members informed of school district issues and/or concerns as needed so school board may meet its responsibilities | Actively keeps community informed with appropriate, regular communication on variety of school district topics, issues, and/or concerns, allowing school board to meet its responsibilities |

**Goal 3**

The superintendent will increase staff engagement and feedback through one-on-one interviews with all district staff within 4-6 years. Each year, this will require approximately 150-200 interviews.

**Related MSBA Rubric:**

**Standard 6 (Teaching and Learning) Element E (Culture of Cooperation)**

| <b>Ineffective (1)</b>          | <b>Developing (2)</b>                                                               | <b>Effective (3)</b>                                                      | <b>Highly Effective (4)</b>                                                            |
|---------------------------------|-------------------------------------------------------------------------------------|---------------------------------------------------------------------------|----------------------------------------------------------------------------------------|
| Culture of trust does not exist | Haphazardly supports open, productive, caring, and trusting environment among staff | Encourages open, productive, caring, and trusting environment among staff | Develops and supports open, productive, caring, and trusting relationships among staff |

**RESOLUTION**

***BE IT RESOLVED*** by the School Board of School District 197 to approve the 2025-2026 Superintendent goals as presented.