



TO: School Board Members

FROM: Peter Olson-Skog, Superintendent

DATE: May 19, 2025

SUBJECT: End of year update on the 2024-2025 Superintendent Goals

**BACKGROUND:**

The 24-25 Superintendent Goals, approved by the board at their September 9 meeting, are as follows.

- **Goal 1** - The superintendent will oversee the implementation of operational plans in support of the strategic plan.
  - **Goal 1a** - The superintendent will oversee the implementation of operational plans in support of the **social and emotional learning** focus area.
  - **Goal 1b** - The superintendent will oversee the implementation of operational plans in support of the **equitable systems and support** focus area.
  - **Goal 1c** - The superintendent will oversee the implementation of operational plans in support of the **career exploration and preparation** focus area.

**End-of-Year Status for Goal 1: Complete**

This year, the operational plans included 21 implementation targets, under which there were 60 objectives. The objectives are detailed in the accompanying document in the board packet. The board has received six progress updates on the targets over the course of the school year (two per focus area).

The administration is pleased to report the completion of the district's implementation targets for the 2024-25 school year.

- **Goal 2** - 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.

**End-of-Year Status for Goal 2: Complete**

165 interviews were completed over the course of the year. This included 85 interviews of staff members who were new/newer to the school district. The remaining 80 interviews were of staff

members who were celebrating a 10, 15, 20, 25, 30 or 35 years of service milestone and/or retiring.

- **Goal 3** – The superintendent will increase alignment and coordination among and between district and site leaders. Specific strategies include implementing the Principal Support Framework and increasing feedback cycles for district and site leaders.

### **End-of-Year Status for Goal 3: Complete**

The Principal Support Framework (PSF) Team continues to lead the development of systems that increase strategic partnerships between principals and the district office along with leadership development initiatives to increase principals' skills as equity-driven instructional leaders. The PSF team meets regularly both internally and with similar teams from other metro districts, supported by faculty from the University of Minnesota and the University of Washington. This work has led to a variety of initiatives that are intentionally co-created and/or co-selected with site and district leaders working collaboratively.

Examples include:

- A new rubric for principals, embedding cultural competence into their instructional leadership.
- A refined Principal PLC/CT
- Summer Day-Long Professional Development Events
- Minnesota Instructional Leadership Academy
- Co-created plans to support the most critical principal tasks (Leadership Development, Principal PLCs, Principal Rubrics)
- Designated trusted leads for on-demand feedback
- “Speed Dating” feedback rounds
- Time studies
- Increased presence of district leaders in buildings
  - Weekly one-on-ones with principals with rotating district leaders
  - Mobile office hours / District leaders officing in sites

### **RECOMMENDED RESOLUTION:**

***BE IT RESOLVED*** by the School Board of School District 197 that the 24-25 Superintendent Goals (including the district implementation targets) have been achieved.