

District 917 2025-2026 Superintendent Goals & Rubric - DRAFT 8.27.25

2025-2026 Superintendent Goals	Distinguished (4)	Proficient (3)	Needs Improvement (2)	Unsatisfactory (1)
Goal 1: Alternative Learning Center & CTE Programming Enhance programming to meet student needs and workforce demands by increasing enrollment 10%, maintaining budget compliance, and developing new business partnerships.	Enrollment increases 12%+ beyond baseline; all programs meet budget targets; 3+ new strategic partnerships established that result in mentorship, internships, or career placement opportunities.	Enrollment increases by at least 10%; all programs meet budget targets; 1–2 new partnerships established that provide students with tangible career-related opportunities.	Enrollment increases by 5–9%; minor budget deviations but within corrective range; limited or informal partnerships developed with minimal impact on students.	Enrollment growth is less than 5% or declines; programs operate over budget without corrective action; no new partnerships established.
Goal 2: Access to Specialized Programming Provide high-quality, equitable, and specialized programming for all students in partnership with member districts. Focus on making continuous progress on waitlists, developing innovative academic programs aligned with core values, and expanding professional development for staff. Collaborate with the school board, superintendents, and key partners to identify areas of growth and implement improvements.	Steady progress with waitlists addressed by 20% or more Multiple new academic programs launched, strongly aligned with core values Comprehensive professional development plan implemented with strong staff participation Robust collaboration with school board and district partners resulting in program expansion	Waitlists addressed by 15–19%. At least one new academic program implemented, aligned to core values. Staff PD delivered to support implementation. Consistent collaboration with key partners.	Waitlists addressed by 5–14%. Limited program development or weak alignment to values. PD is inconsistent or optional. Minimal collaboration with partners	Waitlists addressed by less than 5% increase. No new programming developed. No meaningful PD delivered. Lack of collaboration with partners

<p>Goal 3: Non-Certified Staff Workforce Development</p> <p>Recruit and retain high-quality ISP and ESP staff with a 10% applicant pool increase.</p>	<p>Applicant pool increases 12%+; clear retention strategies implemented resulting in improved retention rates; innovative recruitment practices (community outreach, partnerships, pipelines) in place; workforce plan fully aligned to mission/vision.</p>	<p>Applicant pool increases by at least 10%; recruitment and retention strategies implemented; evidence of alignment to mission/vision.</p>	<p>Applicant pool increases by 5–9%; limited or inconsistent recruitment/retention strategies; partial alignment to mission/vision.</p>	<p>Applicant pool increases by less than 5% or declines; no clear strategies for recruitment/retention; lack of alignment to mission/vision.</p>
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