

2024 - 2025 Superintendent Goals

Standard	Element	Goal
1.0 Governance Team	1.1 Strategic Plan Development	1.1.1 Facilitate a process for updating the district strategic plan.
		* Develop, initiate, and compile parent/community survey
		* Develop, initiate, and compile student survey
		* Develop, initiate, and compile staff survey
		* Conduct stake holder meetings to gather input and suggestions for strategic plan
		* Conduct meetings with District Leadership Team to analyze data and give input for final plan recommendation
	1.2 Implementation of mandates	1.2.1 Implement processes and procedures to move forward with recent state and federal mandates
		* Read Act training
		* Para Educator
		* Earned Safe and Sick Time
		* Paid Leave Law for Minnesota Schools
	1.3. Administrative Roles, Responsibilities, and Expectations	1.3.1 Develop documents to build, continue, implement and refine professional roles, responsibilities, and expectations for Principals.
		* Implement measurable building goals
		* Revize and facilitate principal evaluation system
2.0 School District Finance	2.1 Fiscal Responsibility	2.1.1 Initiate process to produce a balanced budget.
		* Review/evaluate complete district budget with Karla
		* Conduct budget worksessions with school board
		* Produce a budget with multiple year implications
	2.2 Referendum Research	2.2.1 Institute the initial stages of referendum exploration.
		* Develop list of educational needs inhibited by lack of funds and items that are not fiscally responsible.
		* Cross reference needs with updated strategic plan
		* consult with Ehlers to get district runs for several possible operational levys
		* Report to the board
3.0 Teaching and Learning	3.1 School Improvement	3.1.1 Refine the district crisis plan
		* Update the crisis plan summary
		* Develop building assignment charts for evacuation
		* Conduct monthly crisis team planning meetings.
	3.2 Curriculum	3.2.1 Update and continue Curriculum review / purchase cycle
		* Art, PE/Health, Personal Finance perform curriculum alignment to verify meeting state standards
		* Pre k - 12 Science investigation process and recommend purchase for summer 25
		* Allocate resources to meet needs of Science