

**Superintendent Stacie Stanley
2023-2024 Goals**

FORM ONE (1) : ESTABLISH GOALS AND STANDARDS

<p>Goal 1: Provide leadership to improve and enhance student learning in Edina Public Schools.</p>	<p>Evidence of Performance 1: Superintendent will work with EPS administration to enhance continuous school improvement plan</p> <ul style="list-style-type: none">- August 2023, continue with leadership efforts to ensure strong inculcation of change management models throughout the EPS organization. Led efforts for the 3 day leadership advance training in August 2023. All school and department leaders along with T & L TOSAs and EME president participated in the training.- By mid-September, establish a plan for executive coaching on I-R-O-D for Cabinet and the new secondary principal team to support successful transition at the 6-12 level. Several executive coaching sessions were provided throughout the fall. Coaching sessions will continue in the winter and spring.- Frequent 1:1's with each secondary school principal and school visits to provide coaching support and ensure a strong onboarding into the EPS system. Frequently meet with secondary principals to provide coaching support on various aspects of their work. Provided lead consult during situations around safety and security. Met with each principal about continuous school improvement (C-SIP) planning efforts.- Frequent check-ins with Assistant Superintendent to monitor implementation of Continuous School Improvement Plans, & meet with lead principals on a quarterly basis. Monthly check-in with assistant superintendent to status updates from his monthly check-ins with principals.- October 2023 & February 2024, updates to the board on Continuous School Improvement processes. On 10.16.23, Principal Paul Domer and Assistant Superintendent Randy Smasal provided an update on C-SIP efforts. See link to presentation here.- January 2024, provide the school board with an update on ML program delivery and student learning. <p>Evidence of Performance 2: Superintendent will ensure benchmarks of the CLP are implemented in alignment with the strategic plan Gantt chart.</p> <ul style="list-style-type: none">- August 2023 recommendation provided to the school board for strategic plan updates. Framework for CLP Secondary programming presented to and approved by the board on 8.14.23. See link to presentation here.- In September 2023, the school board will receive a recommendation for Data Metrics Plan Two Year Goals, which were developed from baseline performance data collected during the 222-2023 school year. Report to the school board provided on 9.11.23. See link to data metrics plan 2 year goals.- In October 2023, the data metrics performance report will be presented to the school board. Performance report presented to school board. See link to the data metrics plan report here.

- Monitor mystery science of reading implementation efforts during monthly DILT meetings. [Monthly DILT meetings were held in September, October and November.](#) Have also observed mystery science lessons in 3rd grade classrooms in two schools.
- Secondary ELA Course recommendations finalized [Secondary course recommendations were presented to the school board on 11.28.23.](#) [Please see the link to recommendations here.](#)
- During the spring of 2024, the superintendent will continue to engage a variety of stakeholders to garner feedback about strategic plan implementation efforts

Evidence of Performance 3: Superintendent will monitor the launch of SDL pathway & STEAM program development

Monitor implementation during monthly 1:1's and cabinet meetings.

- Frequent 1:1's with the Director of Achievement Equity & MLL programming to monitor development of SDL program model. [Met with the director of achievement equity & MLL programming monthly to garner status updates on progress with the SDL program.](#) Update on SDL program provided on 11.13.23. [See the link to update here.](#)
- October 2023 Business Partnership Update [Update provided to the school board on 10.24.23.](#) Dr. Anne Marie Leland along with student, teacher and business leaders from the CTE advisory program provided an update on our partnership efforts. [See the link to the board report here.](#)
- November 2023 - school board will receive SDL program report. [Update on SDL program provided on 11.13.23.](#) [See the link to update here.](#)
- November 2023 - Implementation progress report on STEAM programming [Update provided to the school board on 11.13.23.](#) Jody De St Hubert, Dr. Randy Smasal and a set of teacher leaders provide a report to the school board on STEAM program development. [See the link to the board report here.](#)

Standard 6.a-e and Strategic Priorities A.1-5; D.1, D.2, D.4, E.4

Highly Effective (4)	Effective (3)	Developing (2)	Ineffective (1)
Ensures school improvement plans are in place at all buildings and align with school district-wide goals; assures plans and strategies are in place and used for implementing improvement efforts and monitoring progress; demonstrates knowledge and	Ensures school improvement plans are in place at all buildings and align with school district-wide goals; demonstrates knowledge with current instructional programs and is able to discuss them; student achievement metrics are reported.	School improvement plans are in place at building level, but lack district-wide coordination; is somewhat knowledgeable of current instructional practices; relies on others for information/data.	School improvement efforts are limited; no comprehensive plan in place; is uninvolved in current instructional programs; is unaware of current instructional issues.

<p>comfort with current instructional programs and seeks to communicate how the school district is implementing best practices and new initiatives; prioritizes and focuses on increasing student achievement, including reporting on student achievement metrics.</p>			
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<p>Goal 2: Provides oversight of leadership for student and staff support to improve and enhance district culture and climate</p>	<p>Evidence of Performance 1: Superintendent will work with cabinet and community partners to review, update and enhance school safety and security efforts.</p> <ul style="list-style-type: none"> - Provide direction for the development of a comprehensive project plan that includes a timeline for the review, update and enhancement of school safety and security efforts. Assigned to director of digital media and technology services as the project lead and oversight of the safety and security plan. Comprehensive plan report was provided by Natasha Monsaas-Daly on 8.14.23 during a regular and closed session. See public report linked here. In addition, EPS community meeting was facilitated with a panel that included the superintendent, the mayor, city manager, EPD chief, EFD chief, director of digital media and technology services, director of marketing and communication, and director of student support services. See the presentation linked here. - Provide direction for training using a common well vetted program that will include all executive, senior, middle management and those who report directly to each of them. On August 3, 2023, all executive, senior, and middle management employees were trained in the I Love U Guys crisis management plan. - Provide direction for a plan to conduct a reunification exercise in 2024. Consulting with the director of digital media and technology services as she develops the plan for reunification exercise. I debriefed - Provide direction in the review, update and enhancement of board policy. Board Policy 806 was updated in June/July reviewed by policy committee members in June/July and approved in August 2023. See link to approved policy here. - Continue to build strong partnerships with EPD and EFD through partnership meetings and exercises. EPD and EFD chiefs and staff attended the I Love U Guys training in August with EPS district leaders. In addition, the superintendent partnered with EPD on critical situations that have arisen this fall. EPD chief and superintendent held a joint press

[conference for one of those critical incidents.](#)

- August 2023 report to School board of comprehensive overview of safety and security efforts of both public and confidential elements of plan. [Comprehensive plan report was provided by Natasha Monsaas-Daly on 8.14.23 during a regular and closed session. See public report linked here.](#)
- Monitor change management efforts as the Raptor system is onboarded in school buildings. [Held several meetings with the director of digital media and technology services to receive updates on the implementation process. Transition to the use of the Raptor system has been seamless. Very appreciative of the efforts of school principals and front office staff.](#)

Evidence of Performance 2: Superintendent will provide direction, coaching and consult to administrator project managers in the execution and monitoring of social emotional support for students and staff.

- Staff culture & climate goals are established and monitored throughout the school year. [Reviewed all continuous school improvement plans, and met with all lead principals and assistant superintendent in Sept/Oct to go over goals, key indicators of progress \(KIPs\) and metrics.](#)
- Secure keynote speaker - Ross Wehner to provide a keynote address on purpose and launch an understanding of purpose as it relates to staff wellness. [Worked with the director of community education and strategic partnerships who also oversees the district employee wellness committee to secure Ross Wehner as a keynote. Keynote was delivered at kickoff and key elements of the purpose model are being used as part of the wellness committee efforts.](#)
- Monitor Employee Wellness Committee efforts as they work to extend understanding and study of purpose to support staff wellness. [Monthly meetings with the director of community education and strategic partnerships to receive status updates and monitor work of the wellness committee.](#)
- Monitor Secondary advisory efforts to ensure we are learning environments that foster a sense of belonging. [Attended advisory sessions at each middle and high school. Facilitated a legislative tour that included observing the advisory program at South View Middle School.](#)
- Recommendation to school board to add focus on staff to strategy priority C to support staff wellness efforts that foster a sense of belonging. [School Board approved updated language to the strategic plan on 10.16.23. See updated language here](#)

Standard 6.e, 7.f, 7.g and Strategic Plan Priorities C.1, C.5 & E.4

Highly Effective (4)	Effective (3)	Developing (2)	Ineffective (1)
Ensures system-wide plan has been developed and implemented to assure healthy school and/or work	Ensures system-wide plan has been developed and implemented to assure healthy school and/or work	Ensures system-wide plan has been developed and implemented to assure healthy school and/or work	No plan has been developed and implemented to assure healthy school and/or work environment; no plan

<p>environment; collaborates with local health and social service agencies, to provide supports for students and/or staff; monitors implementation of policies prohibiting bullying and harassment to ensure they are used as intended.</p> <p>Ensures systems wide school safety & security plan is developed & implemented to assure all school district buildings and grounds are safe and secure; collaborates with local enforcement and fire prevention agencies; ensures effective crisis management and techniques; monitors for effectiveness; ensures drills are conducted to ensure parties know roles and responsibilities.</p> <p>Consults with and guides the EPS leadership team to develop and support open, productive, caring & trusting relationships among and between staff.</p>	<p>environment; collaborates with local health and social service agencies, to provide supports for students and/or staff; ensures policies prohibiting bullying and harassment are developed.</p> <p>Ensures systems wide school safety & security plan is developed & implemented to assure all school district buildings and grounds are safe and secure; collaborates with local enforcement and practices safety drills.</p> <p>Encourages open, productive, caring & trusting environment among staff.</p>	<p>environment; collaborates with local health and social service agencies, to provide supports for students and/or staff; but plan is not followe completely; ensures policies prohibiting bullying and harassment are developed.</p> <p>Ensures plan has been developed to assure school district building and grounds are safe and secure, including some of the required safety drills.</p> <p>Haphazardly supports open, productive, caring & trusting environment among staff.</p>	<p>has been developed for social emotional supports or options for students; policies prohibiting bullying and harassment do not exist.</p> <p>No plan has been developed to ensure school district building and grounds are safe and secure.</p> <p>Culture of trust does not exist</p>
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Goal 3: Provide	Evidence of Performance 1: Superintendent will provide

oversight of long-term district fiscal health position through monitoring of resident enrollment management, advocacy with local and state officials on behalf of students and collective bargaining	<p>direction, coaching and consultation to administrator project managers to conduct a longitudinal review of enrollment data and patterns.</p> <ul style="list-style-type: none"> - In conjunction with city of Edina partners, coordinate August 2023 report on enrollment trends from local demographer School board received a report from Hazel Reinhardt on local enrollment trends on 8.22.23. See the link to report here. - August 2023 capacity study from architects Director Mert Woodard and Wold Architects provided a report on capacity for each Edina Public Schools building. See the link to report here. 		
	<p>Evidence of Performance 2: Superintendent will provide direction, coaching and consultation to administrator project managers who will implement & monitor marketing efforts to support retention of resident students.</p> <ul style="list-style-type: none"> - November marketing plan monitor report from the director of marketing and communication. Board received a report and update from our director of marketing and communication on our current marketing efforts and future plans. See link to update here. 		
	<p>Evidence of Performance 3: Superintendent will provide direction, coaching and consultation to administrator project managers who oversee contract negotiations.</p> <ul style="list-style-type: none"> - Ensures governance committee and school board receive timely updates on negotiations Superintendent has worked closely with the director of human resources to establish the EME district negotiations team that includes two school board members. Superintendent works closely with the director of human resources to receive immediate updates after each formal negotiations meeting for each unit. - Ongoing guidance and direction for administrator project managers. Superintendent works closely with the director of human resources and the director of finance and operations to understand current status of negotiations; coaches and consults on their work as they continue to negotiate contracts. 		
	<p>Evidence of Performance 4: Superintendent will engage in advocacy efforts at the local and state levels.</p> <ul style="list-style-type: none"> - Partner with Edina LAC, MASA & AMSD to advocate for the needs of Edina Students <p>Superintendent is an executive board member of AMSD and is actively engaged in the development of an advocacy platform. Superintendent serves on the executive development committee of MASA, and supports school board members, administration, and LAC members in the development of their platform and advocacy efforts for Edina Public Schools students. Superintendent engages with legislators on behalf of the school district to advocate on the behalf of Edina Public Schools students.</p>		
Standard 2.e, 3.d, 5.f and Strategic Plan Priorities D.5 & E.4, E.5			
Highly Effective (4)	Effective (3)	Developing (2)	Ineffective (1)
Protects school	Provides some	Provides limited	Does not provide

<p>district's fiscal health by continually monitoring student enrollment, seeking efficiencies and identifying new sources of funding such as grants; consistently follows policies, bases recommendations and decisions on school district approved priorities and needs.</p>	<p>oversight of school district resource allocations and decisions, including fiscal investments, grant funding opportunities, fixed assets, and external resources; usually follows policies; ensures alignment between school district assets and priorities to support improved instructions and other key goals</p>	<p>oversight of school district resources, including fiscal investments, grant funding opportunities, and fixed assets; does not consistently follow policies; some alignment exists between school district assets and priorities</p>	<p>oversight of school district resources, including fiscal investments, grant funding opportunities, and fixed assets; has not developed policies to guide asset-related decisions; makes fiscal decisions that do not align with school district priorities and/or are wasteful</p>
<p>Works with school board & community to build relationships with government officials to promote students interests and influence appropriate responses to government actions</p>	<p>Assumes leadership role through numerous contacts with government officials to protect and promote student's interests.</p>	<p>Engages with government officials to protect student's interests.</p>	<p>Does not engage with government officials to protect student's interests.</p>
<p>Provides consultation and guidance to district leaders and school board in preparing for and executing negotiations.</p>	<p>Is proactive in preparing for collective bargaining by sharing appropriate information.</p>	<p>Accepts that collective bargaining is necessary and may be challenging.</p>	<p>Does not seek to understand and/or improve collective bargaining.</p>