



Board Meeting Date: 8/5/2024

Title: 2024-2025 Superintendent Goals

Type: Discussion

Presenter(s): Dr. Stacie Stanley, Superintendent

Description: Superintendent goals are aligned to Edina Public Schools strategic plan priorities and MSBA/MASA performance standards model that was adopted by the EPS school board in 2022.

Recommendation: Review updated proposed goals, evidence and artifacts/metrics.

Desired Outcomes from the Board: Thoroughly read through and use the [MSBA/MASA superintendent evaluation framework](#) and [EPS Strategic Plan](#) to review proposed goals, evidence and artifacts/metrics. Bring any questions you might have.

Attachment(s):

1. [2024-2025 Superintendent Goals](#)
2. [Minnesota School Board Association Standards](#)
3. [Edina Public Schools Strategic Plan](#)

Overview

In 2022, the EPS school board approved the use of the MSBA/MASA Superintendent Evaluation System as the tool to be used to evaluate the superintendent. The evaluation system focuses on 7 Standards for Superintendent Leadership.

- Standard 1: Governance Team
- Standard 2: School District Finances
- Standard 3: Communication and Community Relations
- Standard 4: School District Operations
- Standard 5: Human Resources
- Standard 6: Teaching and Learning
- Standard 7: Student Support
- Standard 8: Ethical and Inclusive Leadership

The evaluation system recommends that the superintendent develop two to three district focused goals that are aligned to the most important work of the school district at the time and

with the seven standards for superintendent leadership listed above. In addition, each year the superintendent has incorporated strategic priorities and benchmarks to connect the evaluations system to the work of Edina Public Schools.

The goals are outlined in the recommended format noted in the MSBA/MASA evaluation system (see image of model below).

SAMPLE FORM 1 – ESTABLISH GOALS AND STANDARDS	
Goal 1: Provide leadership to maximize use of school district resources	Evidence of Performance 1: By (month) of 20--, develop and implement a five (5) year capital improvement plan, identifying general and deferred maintenance needs for all facilities and an annual allocation of resources for meeting needs.
	Evidence of Performance 2: By the fall of 20__, develop a plan by which the school district will meet the fund balance reserve goal of __ days or __% of the annual general fund of the school district.
	Evidence of Performance 3: Annually prepare and submit a report to the school board concerning expected and unexpected revenue/expenditure changes for all funds for the current fiscal year and for the following three (3) years.
Goal 2: Provide leadership to strengthen school/community communications and relationships.	Evidence of Performance 1: Assess existing communication methods and identify preferred communication methods and content for internal and external stakeholders concerning volunteer and partnership opportunities.
	Evidence of Performance 2: Increase by __% the number of parents who "Agree" or "Strongly Agree" that "the school district provides timely and informative communication about the school district" on the school district's climate survey.
	Evidence of Performance 3: Conduct a minimum of four school district surveys and/or community meetings on specific school district programs or initiatives.
Standard 1. Governance Team: Element 1.b. Goals and/or Strategic Plan <i>Please select one of the following: highly effective, effective, developing, ineffective, or not applicable.</i>	

The superintendent has used feedback from the 2023-2024 end of the school year evaluation along with an analysis of district academic, student social emotional, staff satisfaction and community feedback data to generate her goals. In addition, due to the continuous cycle of salary benefit negotiations and its critical connection to the overall fiscal health of the school district, the superintendent has included goals and benchmarks in this area. The descriptors for the ratings are taken from the evaluation system.

The initial 2024-2025 goals were reviewed at the school board work session on Tuesday, July 23, 2024. The superintendent has incorporated feedback to include specific artifacts or metrics that will be used to assess progress towards goals. In addition, the superintendent has moved the information for goal area, evaluation standard, and strategic plan focus area from the highlighted band (as outlined in image above) to the goals statement area to allow it to be more prominent for the reader.