

2018-2019 Mahtomedi Superintendent Goals

Goal	Area	Details	Timing	Report
Strengthen relationships throughout the district, both internally and externally.	Board	Develop communication protocols that address the needs of each member, and the board as a whole.	On-going, retreat	
		Attend MSBA board trainings and other PD events with members		
		Support each member in using their strengths to lead and learn	On-going, retreat	
	Administrative Team	Learn each member's strengths and interests and provide opportunities to lead and learn.	On-going, evaluation process	
		Build collective efficacy through individual agency and mutual expectations and accountability	On-going, evaluation process	
	Staff	Develop identified and non-traditional staff leaders throughout the district and provide opportunities to lead and learn	On-going, Principals and District Admin	
	Stakeholders	Engage student leaders throughout the district and amplify their voice	On-going, Principals	
		Engage with parents through PTO, Equity Councils, Community Education events and other groups	On-going,	Board notes
		Build relationships with elected officials, advocate for district needs, build understanding of work of the community and support mutually beneficial initiatives.	Scheduled City meetings, Chamber, Rotary, AMSD	Board notes

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Strategic Planning	District Level Strategic Plan	Work with an external facilitator to initiate a strategic planning process.	January	Spring-Summer Study Session
		Coordinate planning team to include Board, Administration, Teachers, Non-certified Staff, Students, Parents, and Community Members		
		Develop internal district leadership capacity by training internal facilitator(s)	October-November, Crothers	
		Implement key staff strategic thinking training		
	Action Planning	Train district leaders to lead action teams consisting of staff, students and community	March-May	
		Initiate action planning		

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Provide clear information regarding budget development and the operating levy	Board	Finance Committee	Per Finance Timeline, Menozzi	
		Budget Reporting and Engagement		
	Community	Regularly share information with community through meetings, documents and electronic media	September-October, Menozzi, Principals	
		Ensure administrative team presence at district events	On-going, Administrative Team	
		Create and make available print information	Per levy requirements, Seuffert, Eliason	
		Regularly maintain and distribute information in a variety of formats (Website, social media) with opportunities for questions from stakeholders	On-going, Seuffert	
	Staff	Hold informational meetings in each building	August, Menozzi, Seuffert	
		Create and share "Do's and Don'ts" information sheets for staff	August-September	
	City leaders and elected officials	Host City-School Leaders Meetings and share budget information	September-March	Board notes
		Meetings with local elected officials to share budget information and advocate for funding	On-going	Board notes
Informal	As requested			