



**Hastings**  
Public Schools

# 2026-2027 Superintendent Goals Presentation

Prepared by:  
Dr. Kristine J. Wehrkamp Herman

*Students are the heart*  *of all we do*

# Where We See Ourselves in Three Years

As part of our commitment to the Strategic Plan, a representative leadership team engaged in a year-long visioning process to identify where we aspire to be in three years.

- This process included:
  - Ongoing feedback and discussion with the full administrative team;
  - Review and input through the Teacher Development and Evaluation (TD&E) Committee;
  - TD&E teachers sharing and gathering feedback from building-level teams;
  - Directors engaging their respective departments in their plan development.

# Where the Visioning Process Led Us

- The visioning process:
  - Clarified the core purpose that drives our work as a district;
  - Connected our purpose to the district's Core Values and Core Pillars;
  - Identified how every department, program, and service contributes to that shared purpose;
  - Aligned districtwide efforts to ensure our work consistently reflects our Core Values and advances our Core Pillars.

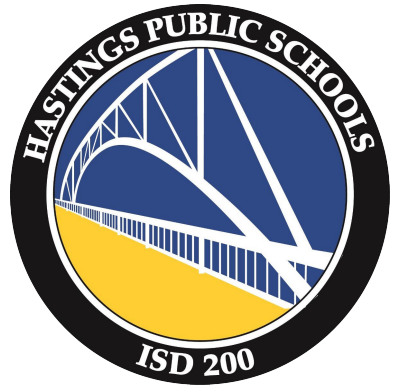
# From Vision to Action: Three-Year Plans

- Core Purpose
  - [Teaching & Learning](#)
  - [Special Services](#)
- Support the Core Purpose
  - [Finance](#)
  - [Human Resources](#)
  - [Technology](#)
  - [Facilities & Safety](#)
  - [Community Education](#)
  - [Communications](#)

*{click the department to view their goals}*

# Translating the Visioning Work into Superintendent Goals

Superintendent goals were developed from the visioning work of the leadership team, administrative team, and TD&E Committee to advance the district's strategic priorities over the next three years.



# **PROPOSED SUPERINTENDENT GOALS FOR 2026-2027**

# Academic Excellence and Aligned Instructional Culture

**01**

**Goal:** Lead the implementation of a district-wide instructional framework by defining and supporting the consistent use of Core Commitments (CCs), strengthening Professional Learning Communities (PLCs), and establishing systems for instructional coaching, peer observations, and instructional rounds to improve teaching practices, enhance student engagement, and increase student achievement.

**Core Value Alignment:** *Partnership; Equity; Compassion and Respect*

**Core Pillar Alignment:** *Academic Excellence*

**01**

**Goal:** Lead the implementation of a district-wide instructional framework by defining and supporting the consistent use of Core Commitments (CCs), strengthening Professional Learning Communities (PLCs), and establishing systems for instructional coaching, peer observations, and instructional rounds to improve teaching practices, enhance student engagement, and increase student achievement.

**Success Indicators:**

- Implement Core Commitments consistently across schools and monitored through walkthroughs, instructional rounds, and staff reflection
- Establish Professional Learning Communities with trained leaders and evidence of effective use of the PLC process
- Develop and implement District-wide systems for peer observations, instructional rounds, and instructional coaching
- Improve collaboration, collective efficacy, and instructional improvement via staff feedback and implementation data

## Continued Expansion of Career Pathways

**02**

**Goal:** Advance career pathway opportunities that connect learning to real-world experiences by expanding business and community partnerships, increasing student access to career exploration and work-based learning, and ensuring all students are prepared for future success.

**Core Value Alignment:** *Partnership; Voice and Choice; Innovation; Equity*

**Core Pillar Alignment:** *Academic Excellence; Equity and Belonging*

**02**

**Goal:** Advance career pathway opportunities that connect learning to real-world experiences by expanding business and community partnerships, increasing student access to career exploration and work-based learning, and ensuring all students are prepared for future success.

**Success Indicators:**

- Increase number of business and industry partnerships
- Expand student participation in career exploration and work-based learning experiences
- Monitor and find opportunities for additional future career pathway offerings and related coursework
- Increase alignment between academic programming and workforce needs

# Financial Stewardship, Transparency, and Resource Optimization

**03**

**Goal:** Provide leadership and oversight to ensure district financial resources are strategically aligned, transparently communicated, and effectively utilized to support the district's strategic plan and improve student outcomes.

**Core Value Alignment:** *Innovation; Partnership; and Equity*

**Core Pillar Alignment:** *Effective and Responsive Operations*

**03**

**Goal:** Provide leadership and oversight to ensure district financial resources are strategically aligned, transparently communicated, and effectively utilized to support the district's strategic plan and improve student outcomes.

**Success Indicators:**

- Establish and communicate clear funding categories that align district resources with strategic plan priorities and district goals
- Implement budget development processes and tools that demonstrate the connection between expenditures, strategic priorities, and student outcomes
- Develop and share financial communication materials that increase stakeholder understanding of district finances, funding challenges, and operational needs
- Provide regular financial updates to the School Board and stakeholders that promote transparency, accountability, and informed decision-making

# Communications and Community Engagement

**04**

**Goal:** Develop and implement a districtwide communications framework that strengthens transparency, engagement, and consistency through clear systems, strategic storytelling, and messaging aligned with the district's Strategic Plan and core values of Partnership and Innovation.

**Core Value Alignment:** *Partnership; Innovation*

**Core Pillar Alignment:** *Effective and Responsive Operations*

**04**

**Goal:** Develop and implement a districtwide communications framework that strengthens transparency, engagement, and consistency through clear systems, strategic storytelling, and messaging aligned with the district's Strategic Plan and core values of Partnership and Innovation.

**Success Indicators:**

- Develop and implement a District Communications Plan
- Establish and utilize communication roles, approval processes, and templates across departments
- Launch "Students at the heart of all we do" storytelling campaign with an annual content calendar
- Share monthly storytelling contributions and district success stories regularly
- Standardize workflows implemented for newsletters, social media, website updates, and district messaging

# Workforce Onboarding, Training, and Engagement

**05**

**Goal:** Strengthen the district's ability to attract, support, and retain high-quality staff by developing a comprehensive onboarding program, implementing a standardized hiring process, and establishing consistent employee discipline procedures that promote clarity, efficiency, and organizational excellence.

**Core Value Alignment:** *Compassion and Respect; Voice and Choice*

**Core Pillar Alignment:** *Staff Empowerment and Retention*

**05**

**Goal:** Strengthen the district's ability to attract, support, and retain high-quality staff by developing a comprehensive onboarding program, implementing a standardized hiring process, and establishing consistent employee discipline procedures that promote clarity, efficiency, and organizational excellence.

**Success Indicators:**

- Develop comprehensive onboarding framework for all employee groups
- Standardize hiring process, interview protocols, and administrator training completed
- Design discipline handbook with procedures, templates, and forms for consistent application across the district



# Discussion/Questions