

## ISD #622 Superintendent Goals

2024-2025

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622 Mission Statement: “District 622 will inspire lifelong learners who thrive in diverse communities.”

### Superintendent District-Level Goals

#### **1. Equity/Achievement**

- Increase Learner Outcomes as measured by Minnesota’s new Comprehensive Achievement and Civic Readiness guidelines. (*replaces World’s Best Workforce legislation*).
  - All children are ready for school.
  - All racial and economic achievement gaps between students are closed.
  - All students are ready for career and college.
  - All students graduate from high school.
  - Prepare students to be lifelong learners.
  - Increase student engagement & attendance
    1. extra-curricular engagement
    2. truancy intervention & support
    3. instruction to support social emotional skill development
    4. non-exclusionary discipline practices
- Ensure strong implementation of the new Minnesota Read Act

**2. Stakeholder Engagement** - Strengthen organizational and community trust through positive relationships with stakeholders to protect and promote district reputation.

Strategies include:

- a. Transparent Communication
  - i. Inclusive and transparent communication with all stakeholder groups
  - ii. Website, social media, print materials, radio, news media
  - iii. Intentional collaboration with alumni, and city / community organizations
  - iv. Improved outreach with marginalized communities
- b. Ongoing collection of perception data (students, staff, and families)
  - i. Surveys
  - ii. Focus groups

#### **3. Organizational Leadership**

- a. Districtwide alignment with new Strategic Plan
  - i. School Improvement Plans (SIP)
  - ii. Program and department goals
  - iii. Individual goals
- b. Strengthen districtwide use of data for decision making
- c. Workflow management/ preservation of institutional knowledge
  - i. Monthly workflow calendars for each department
  - ii. Cross training of employees so that institutional knowledge doesn’t lie with one person
- d. Prioritize the recruitment and retention of high quality staff
  - i. Strengthen orientation and onboarding of new employees
  - ii. Establish structured layers of mentoring and support for all employee groups
- e. Resource development and allocation
  - i. Explore grant opportunities to support district goals.
  - ii. Use of data to drive decisions
  - iii. Optimize efficient use of employee time and effort

**Superintendent Professional Development Goals**

- I. Continue advocating for District 622 and public education among metro and state leaders.
- II. Apply current research to support equity and organizational leadership