



River Trails

SCHOOL DISTRICT 26

Exhibit A

PERFORMANCE GOALS AND INDICATORS

SUPERINTENDENT GOALS

Jodi Megerle

2026-2027

Systemic Coherence

Last year was defined by **Strategic Leadership**, or designing the roadmap of the strategic plan and navigating negotiations. This year shifts to **Systemic Coherence**. Our priority is to continue building the systems to ensure the plan results in student growth.

As the Superintendent, my mission is to ensure district gears are interlocked, successfully bridging our past work with our new goals to ensure the plan translates into measurable student growth. We are keeping the doors we opened last year propped wide open, moving from collaborative invitation to systemic calibration.

Goal #1: Coherence through Accountability

By March 1, 2027, I will lead the district in establishing a district-wide Strategic Accountability System featuring a public-facing dashboard and a reporting cadence to the Board of Education to ensure strategic milestones are tracked for transparency and stewardship. A strategic plan only works if it is visible and this goal ensures that the Board, the community, and the staff are looking at the same scoreboard.

Key outcomes include:

- **Launch:** Deploying the Strategic Plan Dashboard on the district website, visualizing Fall, Spring, and Year-over-Year growth trends.



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- **Report:** Establishing a timeline of "Progress Review" during Board meetings to communicate findings across the 3 Pillars: Learning Systems, Connections, and Resources.
- **Updates:** Institutionalizing a predictable internal checkpoint cadence to update data, ensuring the public dashboard remains a dynamic, relevant scoreboard rather than a stagnant archive.

Strategic Plan Alignment: Strategy 2B (Communication) & 3C (Financial Transparency).

Evaluation Competencies Alignment: B.2 (Community Communication) & E.4 (Goal Development).

Goal #2: Coherence through Calibration

By March 1, 2027, I will lead the development of a scalable, non-invasive district instructional calibration framework. The goal of this system is not to micromanage daily operations, but to establish an objective benchmark that measures instructional alignment across all buildings, reinforcing unified "District Alignment".

Key outcomes include:

- **Baseline Benchmarking:** Conducting bi-monthly 1-on-1 "Calibration Walks" with principals to establish a baseline of instructional practices and measure alignment with our strategic plan goals.
- **The Common Observation Lens:** Designing a streamlined, digital "Look-For" document strictly dedicated to macro-level data harvesting and benchmarking, ensuring it remains an objective systemic tool rather than an invasive evaluation mechanism.
- **Cross-Pollination & Replicability:** Scheduling quarterly "Inter-Building Rounds" where principals visit other buildings in pairs. This creates a predictable, easily replicable peer-review structure that synchronizes instructional expectations across the district.
- **Cabinet-Level Responsive Support:** Utilizing the collected benchmarking data during regular Cabinet meetings to identify systemic trends, allowing the district team to align resources and professional development precisely where gaps exist.

Strategic Plan Alignment: Strategy 1A (Vertical Alignment) & 1C (Professional Learning).

Evaluation Competencies Alignment: C.5 (Visibility) & E.6 (Curriculum).



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Goal #3: Coherence through Culture (Collaborative Efficacy)

By June 2027, I will continue to strengthen the district's collaborative culture by utilizing the existing leadership and coaching frameworks within the various administrative teams, reinforcing our shared-responsibility model. This ensures that the human side of the district remains as coherent and trusted as our technical systems.

Key outcomes include:

- **The Trust Edge Metrics:** Utilizing David Horsager's *Trust Edge* frameworks and self-evaluations to conduct regular leadership pulse-checks, ensuring our team remains unified, consistent, and resilient as we shift into systemic alignment.
- **Norms of Collaboration:** Anchoring the *Adaptive Schools* strategies and seven norms of collaboration during meetings to maximize our collective intelligence and model productive group dialogue for the district.
- **Coaching & Reflection:** Leveraging *Cognitive Coaching* methodologies during 1-on-1 conversations with administrators to foster self-directed learning, reflective practice, and thoughtful problem-solving rather than directive oversight.

Strategic Plan Alignment: Strategy 2A (Heart-Ready Practices) & 3A (Recruitment/Retention).

Evaluation Competencies Alignment: C.3 (Delegation of Duties) & E.5 (Staff Development).

Evaluation Competencies 2026-2027

- A. Relationship with Board**
 - A. 1 Information
- B. Community Relations**
 - B. 2 Communication with Community
- C. Staff Relationships**
 - C. 3 Personnel Matters
- D. Business and Finance**
 - D. 3 Facility Management
 - D. 4 Resource Allocation
- E. Instructional Leadership**
 - E. 4 Goal Development