## 2024-2025 Superintendent Goals & Rubric - DRAFT 11.1.24

2024-2025	Distinguished	Proficient	Needs Improvement	Unsatisfactory
Superintendent Goals	(4)	(3)	(2)	(1)
Goal #1: Create and	Develops relationships and	Develops relationships and	Develops relationships and	Does not develop
strengthen strategic	partnerships with individuals	partnerships with individuals	partnerships with	relationships and
partnerships to	and organizations that are	and organizations to support	individuals and/or	partnerships with individuals
innovate academic	clearly aligned to ISD 917 core	ISD 917 Core Values and	organizations without clear	and/or organizations
programming and	values and strategic	strategic directions;	alignment to ISD 917 core	
increase opportunities	directions; partnerships	partnerships may increase	values and/or strategic	
for staff and students	increase opportunities and	opportunities and decrease	directions	
during and beyond pK-	decrease barriers for	barriers for students and staff;		
age 22 education.	students and staff;	partnership progress and		
	partnership progress and	performance is measured		
	performance is measured			
	through quantitative and			
	qualitative measures			
Goal #2: Lead the ISD	Actively leads the district to	Leads the district to develop,	Leads the district to develop,	Does not provide leadership
917 district leadership	develop, strengthen, and	strengthen, and/or effectively	strengthen, or effectively	for the ISD 917 Leadership
team to collaboratively	effectively implement	implement systems,	implement practices to	Team or support
prioritize staff	systems, structures, and	structures, and/or practices to	individually or collectively	collaboration support student
recruitment, staff	practices to individually and	individually and collectively	support student services,	services, finance, teaching
retention, core values,	collectively support student	support student services,	finance, teaching and	and learning, human
and strategic	services, finance, teaching	finance, teaching and learning,	learning, human resources,	resources, communications,
directions, and	and learning, human	human resources,	communications,	technology, social-emotional
support a sense of	resources, communications,	communications, technology,	technology, social-	learning, or secondary
belonging for all	technology, social-emotional	social-emotional learning,	emotional learning, or	programs to achieve more
students, staff, and	learning, and secondary	and/or secondary programs to	secondary programs in the	collectively in the areas of
families.	programs to achieve more	achieve more collectively in the		staff recruitment, staff
	collectively in the areas of	areas of staff recruitment, staff	staff retention, core values,	retention, core values,
	staff recruitment, staff	retention, core values, strategic	strategic directions, or a	strategic directions, or a
	retention, core values,	directions, and/or a sense of	sense of belonging for	sense of belonging for
	strategic directions, and a	belonging for students, staff,	students, staff, and families	students, staff, and families
	sense of belonging for	and families		
	students, staff, and families			

Goal #3: Engage	Actively leads the district to	Leads the district to develop,	Leads the district to develop,	Does not lead the district to
students, staff,	develop, strengthen, and	strengthen, and/or effectively	strengthen, or effectively	develop, strengthen, and/or
families, local	effectively implement	implement systems,	implement practices to	effectively implement
communities,	systems, structures, and	structures, and practices to	intentionally transition	systems, structures, and
organizations,	practices to intentionally	intentionally transition	students into or out of ISD	practices to intentionally
businesses, and	transition students into and	students into and out of ISD 917	917 in a student-centered	transition students into and
governmental	out of ISD 917 in a student-	in a student-centered manner	manner that focuses on	out of ISD 917 in a student-
agencies to support	centered manner that	that focuses on individual	individual strengths and	centered manner that
students' successful	focuses on individual	strengths and interests,	interests, healthy	focuses on individual
transition into	strengths and interests,	healthy relationships, post-	relationships, post-	strengths and interests,
resident districts,	healthy relationships, post-	secondary readiness,	secondary readiness,	healthy relationships, post-
workforce, and	secondary readiness,	continuous improvement with	continuous improvement	secondary readiness,
community.	continuous improvement	regular check-ins on progress	with regular check-ins on	continuous improvement
	with regular check-ins on	and performance, or a focus on	progress and performance,	with regular check-ins on
	progress and performance,	the ISD 917 core values	or a focus on the ISD 917	progress and performance, or
	and a focus on the ISD 917		core values	a focus on the ISD 917 core
	core values			values