

2024-2025 Superintendent Goals & Rubric - DRAFT 11.1.24

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

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