

District 110 Superintendent Goals and Evaluation: 2026-2027

DRAFT

Standard 5. Human Resources

- Element 5.f. Collective Bargaining

Standard 2. School District Finances.

- Element 2.a. Budget Development and Maintenance

Goal: Continue to facilitate the process of maximizing respectful, collaborative labor negotiations through clear communication, while utilizing long-term financial modeling to ensure future settlements maintain ISD 110's fiscal stability.

Strategic Direction 2: Creating and maintaining an experience where students and staff feel safe and supported, engaged, and belong.

Strategic Direction 3: Establishing efficient, effective, and sustainable systems and structures to support the fulfillment of the district vision.

Element 5.f. Collective Bargaining

Highly Effective (4)	Effective (3)	Developing (2)	Ineffective (1)
Assists school board in preparing for and conducting negotiations	Is proactive in preparing for collective bargaining by sharing appropriate information	Accepts that collective bargaining is necessary and may be challenging	Does not seek to understand and/or improve collective bargaining

Element Score:

Comments and/or Rationale for Evaluation:

Element 2.a. Budget Development and Maintenance

Highly Effective (4)	Effective (3)	Developing (2)	Ineffective (1)
Engages in timely budget planning and actions that consider current and long-range information and data; seeks balance to meet students' current and future needs and be fiscally responsible to community; distributes resources to meet immediate and long-range objectives	Engages in proactive budget actions that consider current information and data; seeks balance to meet the student's needs and be fiscally responsible to community; distributes resources in light of school district goals and immediate objectives	Budget development, resource allocations, and management is focused on meeting immediate needs and fiscal issues. Decisions are primarily reactive to current needs of the school district	Budget knowledge is limited. Budget is developed and managed without taking into consideration current needs of the school district. Resources are allocated without consideration of school district needs

Element Score:

Comments and/or Rationale for Evaluation:

Standard 6. Teaching and Learning

- Element 6.a. Staff Development
- Element 6.b. School Improvement

Goal: Continue to promote the advancement of student outcomes and student well-being, including: • Efforts to increase student achievement measures as outlined in the district's strategic plan • Ensuring staff development planning reflects efforts to monitor and improve measures of student achievement.	
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<i>Strategic Direction 1: Delivering high-quality instruction that advances academic excellence.</i> <i>Strategic Direction 2: Creating and maintaining an experience where students and staff feel safe and supported, engaged, and belong.</i>	
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Element 6.a. Staff Development

Highly Effective (4)	Effective (3)	Developing (2)	Ineffective (1)
Ensures comprehensive staff development plan exists and aligns with school district and school specific goals and complies with law; assures staff development programs fit school district-specific plan, goals, and priorities and focus on increasing student achievement	Ensures staff development plan exists and is followed most of the time; assures staff development programs are based upon available opportunities targeted toward staff growth and increasing student achievement	A staff development plan in place, but not consistently followed; staff development programs are based upon available opportunities	No comprehensive school district staff development plan; staff development not consistently provided; staff are left responsible for their improvement

Element Score:

Comments and/or Rationale for Evaluation:

Element 6.b. School Improvement

Highly Effective (4)	Effective (3)	Developing (2)	Ineffective (1)
Ensures school improvement plans are in place at all buildings and align with school district-wide goals; assures plans and strategies are in place and used for implementing improvement efforts	Ensures school improvement plans are in place at all buildings and align with school districtwide goals	School improvement plans are in place at building level, but lack school district-wide coordination	School improvement efforts are limited; no comprehensive plan in place

and monitoring progress			
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Element Score:

Comments and/or Rationale for Evaluation:

Standard 4. School District Operations

- Element 4.d. Technology
- Element 4.a. Facilities

Goal: Provide continued leadership for, and focus on, long-term priorities, including the 10-year technology plan and other long-term facilities planning. • Prioritize to mitigate high-risk areas related to technology • Ensure continued development of a robust inventory and investment plan for ISD 110 technology and infrastructure. <i>Strategic Direction 3: Establishing efficient, effective, and sustainable systems and structures to support the fulfillment of district vision.</i>	
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Element 4.d. Technology

Highly Effective (4)	Effective (3)	Developing (2)	Ineffective (1)
Is open to future needs and trends in technology; ensures technology plan is in place and includes	Ensures technology plan in place with long-range plan to replace and upgrade hardware, software, and	Technology plan in place, but no replacement plan for hardware, software, and infrastructure	No technology plan in place; no replacement plan for hardware, software, and infrastructure

long-range plan to replace and upgrade hardware, software, and infrastructure	infrastructure		
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Element Score:

Element 4.a. Facilities

Highly Effective (4)	Effective (3)	Developing (2)	Ineffective (1)
Ensures facilities management plan is in place and includes current status of buildings and need to improve facilities in the future, with projected plan to secure funding	Ensures facilities management plan is in place and includes current status of buildings and need to improve facilities in the future	Discusses facilities needs internally, but no plan is created; addresses issues on an as-needed basis	Facilities management plan is not created; maintenance is performed only when absolutely needed

Element Score:

Comments and/or Rationale for Evaluation:

How the Board can support the Superintendent in Goal attainment (Board Goals):

- **Financial & Bargaining Alignment:** Understand the financial impacts of contracts and establish clear parameters for collective bargaining. Once a plan is established, offer full support to the negotiation team and assist in carrying key messaging to the community.
- **Community Engagement & Governance:** Serve as visible and active partners in community engagement by conducting planned school site visits, maintaining open communication with stakeholders, and supporting programming designed to boost student outcomes and increase net open enrollment. Throughout these efforts, maintain clear boundaries between board governance and daily operations.

- **Board Development & Unity: Prioritize ongoing professional development, including board retreats, to maintain a high-functioning, united governance team.**

General Comments on Performance:

Ideas for goals for 2027/2028:

Summary:

Meeting Closed under Minn. Stat. 13D.05, Subd. 3(a)

A school board may close a meeting to evaluate the performance of an individual who is subject to its authority. The school board must identify (and notify) the individual to be evaluated before closing the meeting. A meeting must be open at the individual's request.* If the evaluation is closed, at the next open meeting, the school board must give a detailed summary of its conclusions regarding the evaluation. This closed meeting must be electronically recorded at the school district's expense. The recording must be preserved for at least three years after the meeting date. The recording is not available to the public.