

ESTABLISHMENT OF GOALS

	Pertinent MN <u>Rule 3512.0510</u> Competency	Measurable Progress Indicator 1	Measurable Progress Indicator 2	Measurable Progress Indicator 3	Timeline for Achieving the Goal
Superintendent-School District Goal One: Grades 1-8, 10 and 11 will increase achievement by a positive Z Score in reading and math comparing the actual to expected growth as determined by testing in the Fall of 2015 to the Spring of 2016 for NWEA and Spring of 2015 to Spring of 2016 for MCA.	Instructional management for the success of all learners: describing and applying research and best practices on integrating curriculum and resources to have all learners achieve at high levels.	Grades 1-8, 10 and 11 will increase achievement by a positive Z Score in reading and math comparing the actual to expected growth as determined by testing in the Fall of 2015 to the Spring of 2016 for NWEA and the Spring of 2015 to Spring of 2016 for MCA.			
Superintendent-School District Goal Two: Classroom instruction will more often foster Critical Thinking and Creativity.	Instructional management for the success of all learners: demonstrate the ability to appropriately use technology to support instruction.	The number of staff reporting that they use Creativity in the classroom once at least every few months, as measured by the Clarity survey, will increase from 49% to 59%.	The number of staff reporting that they use Creativity in the classroom once at least every few months, as measured by the Clarity survey, will increase from 60% to 65%.	The Clarity survey will be administered to the staff in the Spring of 2016 to measure this goal.	June 1, 2016

Superintendent-School District Goal Three: Maintain the financial integrity of the school district.	Organization management by demonstrating knowledge of factors that affect school finance, including sources of revenue; expenditure classifications; generally acceptable accounting principles; and local, state, and federal finance calculations	The FY 16 unassigned general fund balance will increase by 0.4% in comparison to FY 15.			June 30, 2016
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Superintendent-Professional Development Goal One: Improve quality and quantity of stakeholder input.	Community Relations: identifying and interacting with internal and external publics.	Completed digital stakeholder input from staff, students, parents, and community members.			April 1, 2016
Superintendent-Professional Development Goal Two: Assess culture and identify opportunities for positive change.	Leadership: collaboratively assessing and improving culture and climate.	Completed self-assessment survey.	Reflection submitted to school board.		May 1, 2016