



2024-2025 School Year Goal Summary

Who	Goals	Result	Max Incentive
Wade McKittrick	<p>SMART GOAL 1: A minimum of 60% of students in grades K-8 are at or above grade level in reading according to Spring STAR/FastBridge assessments by June, 2025</p> <p>SMART GOAL 2: The percentage of MHS graduates in 2025 meeting college readiness indicators will increase from 47% to 60% by June, 2025.</p> <p>SMART GOAL 3: The general fund balance will increase to a minimum of \$1,000,000 by June, 2025</p> <p>SMART GOAL 4: Build and improve internal and external trust in the school district as measured by a minimum score of 3.0 on the district stakeholder satisfaction survey</p>	94.8%	\$7,000
Tanya Maethner	<p>SMART GOAL 1: 95% of High School students surveyed in 24-25 SY view school as a safe place, as measured by the end of year safe schools survey.</p> <p>SMART GOAL 2: The percentage of seniors meeting college readiness indicators on the ACT will meet or exceed 47% by June 2025</p>	90%	\$3,750
Shawn Huntley	<p>SMART GOAL 1: I will increase my staff satisfaction in the areas of communication and support from 48% to 80% as measured by a staff satisfaction survey by the end of the 2024-25 school year.</p> <p>SMART GOAL 2: 95% of students who met or exceeded standards on last year's MCA will continue to meet or exceed standards on the 2025 MCA/MTAS Reading Assessment.</p> <p>SMART GOAL 3: 95% of students who met or exceeded standards on last year's MCA will continue to meet or exceed standards on the 2025 MCA/MTAS Math Assessment.</p>	84.3%	\$3,750
Heidi Sachariason	<p>SMART GOAL 1: 60% of students in grades K-8 are at or above grade level in reading according to Spring FastBridge/STAR assessments by June 2025.</p> <p>SMART GOAL 2: In the 2024-25 School Year, we will complete the curricular review process and select a comprehensive reading curriculum aligned with the science of reading resulting in increased grade level reading performance in 2025-2026.</p> <p>SMART GOAL 3: The percentage of third grade students that meet or exceed reading standards on the MN Comprehensive Assessments (MCA) will exceed 65% by June, 2025.</p>	91%	\$3,750

Vera Weber	<p>SMART GOAL 1: 90% of K-6 staff (52) who are participating in LETRS training will have completed their portion of the training by June 30, 2025.</p> <p>SMART GOAL 2: Data from the past 3 years of MCA, STAR/FastBridge assessments will be successfully uploaded to Performance Matters and available to administrators and teacher specialists who use the data for documenting student progress by the end of the 2024-2025 school year.</p> <p>SMART GOAL 3: To increase and/or improve Tier 1 instruction through the use of assessment data to inform instructional practices, the Middle School Renaissance STAR Reading and Math Assessment process will be analyzed and adjusted to increase accuracy and elimination of test fatigue in order that the end of the year scores are more closely aligned to MCA assessments in Reading and Math.</p>	92%	\$3,750
Jesse Nelson	<p>SMART GOAL 1: Increase 7-12 Activities participation to a minimum of 72% in the 2024-2025 school year.</p> <p>SMART GOAL 2: Decrease academic ineligibilities in grades 7 and 8 to 15% in 2024-2025 from 18.8% 2023-2024.</p> <p>SMART GOAL 3: Increase non-school funding revenue while decreasing the number of fundraisers conducted by activities programs by June 1, 2025.</p>	95%	\$3,750
Scott Ripley	<p>SMART GOAL 1: By June 1, 2025, completely rewrite/update the comprehensive disaster recovery plan for the school's technology systems, including a risk assessment, backup strategies, and communication protocols.</p> <p>SMART GOAL 2: By May 1, 2024, I will design and conduct a tabletop exercise on cybersecurity with the admin team to enhance our preparedness and response capabilities for potential cyber threats and incidents.</p>	100%	\$3,750
Kelly Snell	<p>SMART GOAL 1: Increase the number of first language Spanish speaking families participating in ECFE classes from 3 to 8 over the 2023-2024 program year by June 30, 2025.</p> <p>SMART GOAL 2: Increase the active play opportunities for school aged children at the Hawks Nest as measured by the opportunity JTH inventory.</p> <p>SMART GOAL 3: Increase the combined LTH and SW kindergarten readiness numbers from 67% in the Fall 2024 to 75% by the Fall 2026.</p>	100%	\$3,112.50
Adam Spray	<p>SMART GOAL 1: Increase efficiencies in business operations by completing the migration to Skyward's Qmlativ Software platform by June 1, 2025.</p> <p>SMART GOAL 2: Increase the (01) fund balance to \$1,000,000 in FY25.</p> <p>SMART GOAL 3: The fund 04 negative fund balance will be eliminated by June 30, 2027 as measured by the end of year close out report.</p>	77%	\$3,750

Michele Amborn	<p>SMART GOAL 1: Increase access to transportation information for 100% of all families accessing district transportation by implementing the JMC Transportation application and providing access training to those families.</p> <p>SMART GOAL 2: Increase the office staff's feelings of value, confidence, and skill as measured by the end of year office staff satisfaction survey.</p>	100%	\$3,500
Erika Zachman	<p>SMART GOAL 1: Research and implement a new time clock system that is cost effective and easy to use for our hourly staff by June 1, 2025.</p> <p>SMART GOAL 2: Increase efficiencies in business operations by completing the migration to Skyward's Qmlativ Software platform by June 1, 2025.</p>	100%	\$3,500
Kim Kuhlmann	<p>SMART GOAL 1: Help forge stronger connections with school and community, ensuring that everyone is well-informed about school happenings as measured by the Spring stakeholder satisfaction survey.</p> <p>SMART GOAL 2: Create more applicant awareness by Building a Careers page on the district website that results in 98% or more of all positions filled annually. (replace Job Postings page)</p>	98.5%	\$2,500