



River Trails

SCHOOL DISTRICT 26

Exhibit A

PERFORMANCE GOALS AND INDICATORS SUPERINTENDENT GOALS

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2025-2026

Strategic Leadership

This year's goals are grounded in strategic leadership that not only drives immediate improvement but also lays a strong foundation for the future of the district. Central to this work is establishing and facilitating a shared vision for academic success across all schools. This involves aligning instructional practices, allocating essential resources—including staffing, professional development, and instructional tools—and implementing clear accountability measures to monitor progress toward student achievement.

Equally vital is a forward-thinking approach: ensuring that every decision made today supports long-term sustainability, anticipates future challenges, and positions the district for continued growth and innovation in the years ahead.

Goal #1: Student Growth

By February of 2026, I will lead the district in the prioritization of student academic growth across all grade levels. This will include: The facilitation of a shared vision, proper resources to carry out the work and accountability measures. Progress will be tracked through assessment data, building goals and objectives, professional development plans, and year-end student performance outcomes. Key outcomes include:

- Development of district goals, implementation, monitoring and assessment of goals.
- Collaborating with district and school leaders to align evidence-based instructional practices.
- Ensuring data review cycles at each building to ensure the monitoring of the data
- Achieving a minimum 65% of students meeting growth targets in reading and math on the MAP and Aimsweb assessment in the prior school year.

- Providing ongoing professional development for instructional leaders and teachers focused on data-driven decision making, differentiated instruction, and progress monitoring.

Goal #2: Strategic Planning

By February 2026, I will have rebuilt a future-focused roadmap for the direction of River Trails School District #26. This roadmap will turn vision into action and ensures that every decision, initiative, and resource is aligned with improving teaching and learning across the district. Key outcomes include:

- Facilitating the adoption of a new 3– 5 year strategic plan by May 2026 that reflects input, goals and benchmarks, and measurable student outcomes.
- Finalizing a system for ongoing progress monitoring and reporting on strategic plan goals, with baseline metrics in place by June 2026.
- Aligning resources (budget, staffing, and professional development) with strategic priorities to ensure long-term sustainability and impact.

Progress will be measured through board adoption of the plan, implementation milestones, and baseline metrics to track long-term student and organizational success.

Goal #3: Contract Negotiations

By May 2026, I will apply leadership skills to support and guide a negotiations process that is grounded in shared interests and mutual respect while maintaining legal compliance. Key outcomes include:

- Align negotiation interests with the district's strategic long and short term goals
- Gather input from all relevant stakeholders to ensure representation of all interests
- Demonstrate a clear understanding of the district's budget constraints, realities and long term financial sustainability
- Successfully reach a fair and timely conclusion to the negotiation process