

2025-26 School Year Strategic Plan Superintendent Goals				
Goal Area	Result	Actions	Outcome	

Agency <i>We will build learner agency through exceptional learning experiences.</i>	Systems at Mahtomedi Public Schools exist to support a strong academic foundation for all students with an emphasis on literacy, math, and science.	Implement a multi-year literacy improvement plan	The third of a three year district-wide plan for research-based literacy instruction improvement is implemented - Align budget and personnel for professional development, instructional programming, and curricular resources. - Consistent use of science of reading-aligned resources K-5 - Consistent use of new science of reading-aligned resources 6-8	
		Embed AVID College and Career readiness strategies into Middle School and High School academic coursework	Consistently implement reading and writing processes in the content area to improve critical thinking. Develop and use a structure for students to set academic goals and use their own assessment data to guide individual improvement.	

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Trust & Partnership <i>We will foster trust and partnership amongst all staff, students, families, and community members.</i>	Mahtomedi Public Schools has a viable, long-term budget plan.	Lead a proactive budget process that supports the district strategic plan and priorities.	Develop 3 year budget projections for long-term planning Report on options to achieve health insurance cost increase containment while keeping benefits in place Budgets vs. Actuals of no more than 2% variance for expenses and revenues	
			Prepare a budget that proactively responds to future projected funding challenges and examines ways to provide services with other public and private agencies.	
			Create a proactive budget and facilities plan in response to the election outcomes.	
	Mahtomedi Public Schools has a clearly articulated plan in response to the November 2025 Referendum	Create a Communications Plan	Prepare a Communications Plan that will include tactics to ensure stakeholders are informed about the next steps in either the implementation of the referendum priorities if it passes or budget reductions if it fails.	
	Mahtomedi Public Schools has a well-informed, high-performing Board	Support Board Learning Work	Increase learning opportunities during study sessions including understanding non-academic data that research suggests affects academic outcomes.	

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Excellence <i>We will define, cultivate, and celebrate excellence in the many ways it is embodied in our diverse Zephyr community.</i>	Mahtomedi Public Schools has definitions for school and district excellence.	Define School & District Success Metrics	In partnership with the Mahtomedi School Board, school and district metrics are established (Satellite and Map level) that define excellence. (Scorecard) At least twice a year, the Board and community are provided with success metric results.	
	Mahtomedi Public Schools has definitions for individual excellence.	Expand Strategic Plan Objectives to define the Mahtomedi Portrait of a Graduate	Establish and communicate a portrait of a graduate to students, staff and families. Establish a faculty steering committee to create an implementation plan. Incorporate PoG into counselor curriculum review. With secondary staff, identify skills currently supported and begin to use with students. Explore ways for students to document and demonstrate their Portrait of a Graduate skills. Explore ways to engage the community in providing authentic feedback to students	