

2019-2020 Mahtomedi Superintendent Goals

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Goal	Area	Details
Strengthen trusting relationships throughout the district, both internally and externally.	Board	Utilize communication protocols that address the needs of each member, and the board as a whole.
		Provide timely, comprehensive information so that members are equipped to make informed decisions.
		Support each member in using their strengths to lead and learn
	Administrative Team	Learn each member's strengths and interests and provide opportunities to lead and learn.
		Build collective efficacy through individual agency and mutual expectations and accountability
	Staff	Develop identified and non-traditional staff leaders and provide opportunities to lead and learn
	Students	Engage student leaders and amplify their voices
	Parents	Engage with parents through PTO, Equity Councils, Community Education events and councils
	Elected Officials	Build relationships, advocate for district needs, build understanding of work of the community and support mutually beneficial initiatives.

Goal	Area	Details
Implement strategic plan	District Level Strategic Plan	• Develop common language, common understanding and message continuity related to our mission and objectives.
		• Establish a culture of trust among and between staff, students, and the community through communication, transparency, support of risk-taking and individual and collective agency
		• Establish learning work with administrators and board
		• Move action plan work forward through staff engagement, agency and training.
	Site-Level Planning	• Initiate process for each building to create a site-level plan that mirrors and supports the district plan.

Goal	Area	Details
Provide clear information regarding budget development	Process	Engagement with administrators, staff, board and community to establish overarching budget priorities.
		Engagement with administrators, staff and board regarding budget development timeline and decision-making.
	Communication	Create and communicate “narrative” budgets to showcase how taxpayer dollars are being spent and how they align with the district’s Mission and Objectives.