

Superintendent Stacie Stanley
2023-2024 Goals

FORM ONE (1) : ESTABLISH GOALS AND STANDARDS

<p>Goal 1: Provide leadership to improve and enhance student learning in Edina Public Schools.</p>	<p><u>Evidence of Performance 1:</u> Superintendent will work with EPS administration to enhance continuous school improvement plan</p> <ul style="list-style-type: none"> - August 2023, continue with leadership efforts to ensure strong inculcation of change management models throughout the EPS organization. - By mid-September, establish a plan for executive coaching on I-R-O-D for Cabinet and the new secondary principal team to support successful transition at the 6-12 level. - Frequent 1:1's with each secondary school principal and school visits to provide coaching support and ensure a strong onboarding into the EPS system. - Frequent check-ins with Assistant Superintendent to monitor implementation of Continuous School Improvement Plans, & meet with lead principals on a quarterly basis. - October 2023 & February 2024, updates to the board on Continuous School Improvement processes. - January 2024, provide the school board with an update on ML program delivery and student learning.
	<p><u>Evidence of Performance 2:</u> Superintendent will ensure benchmarks of the CLP are implemented in alignment with the strategic plan Gantt chart.</p> <ul style="list-style-type: none"> - August 2023 recommendation provided to the school board for strategic plan updates. - In September 2023, the school board will receive a recommendation for Data Metrics Plan Two Year Goals, which were developed from baseline performance data collected during the 222-2023 school year. - In October 2023, the data metrics performance report will be presented to the school board. - Monitor science of reading implementation efforts during monthly DILT meetings. - Secondary ELA Course recommendations finalized - During the spring of 2024, the superintendent will continue to engage a variety of stakeholders to garner feedback about strategic plan implementation efforts
	<p><u>Evidence of Performance 3:</u> Superintendent will monitor the launch of SDL pathway & STEAM program development</p> <p>Monitor implementation during monthly 1:1's and cabinet meetings.</p> <ul style="list-style-type: none"> - Frequent 1:1's with the Director of Achievement Equity & MLL programming to monitor development of SDL program model. - October 2023 Business Partnership Update - November 2023 - school board will receive SDLI program report. - November 2023 - Implementation progress report on STEAM programming
<p>Standard 6.a-e and Strategic Priorities A.1-5; D.1, D.2, D.4, E.4</p>	

Highly Effective (4)	Effective (3)	Developing (2)	Ineffective (1)
Ensures school improvement plans are in place at all buildings and align with school district-wide goals; assures plans and strategies are in place and used for implementing improvement efforts and monitoring progress; demonstrates knowledge and comfort with current instructional programs and seeks to communicate how the school district is implementing best practices and new initiatives; prioritizes and focuses on increasing student achievement, including reporting on student achievement metrics.	Ensures school improvement plans are in place at all buildings and align with school district-wide goals; demonstrates knowledge with current instructional programs and is able to discuss them; student achievement metrics are reported.	School improvement plans are in place at building level, but lack district-wide coordination; is somewhat knowledgeable of current instructional practices; relies on others for information/data.	School improvement efforts are limited; no comprehensive plan in place; is uninvolved in current instructional programs; is unaware of current instructional issues.

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Goal 2: Provides oversight of leadership for student and staff support to improve and enhance district culture and climate	<p>Evidence of Performance 1: Superintendent will work with cabinet and community partners to review, update and enhance school safety and security efforts.</p> <ul style="list-style-type: none"> - Provide direction for the development of a comprehensive project plan that includes a timeline for the review, update and enhancement of school safety and security efforts. - Provide direction for training using a common well vetted program that will include all executive, senior, middle management and those who report directly to each of them. - Provide direction for a plan to conduct a reunification exercise in 2024. - Provide direction in the review, update and enhancement of board policy. - Continue to build strong partnerships with EPD and EFD through partnership meetings and exercises. - August 2023 report to School board of comprehensive overview of safety and security efforts of both public and confidential elements of plan. - Monitor change management efforts as the Raptor system is

	<p>onboarded in school buildings.</p> <p>Evidence of Performance 2: Superintendent will provide direction, coaching and consult to administrator project managers in the execution and monitoring of social emotional support for students and staff.</p> <ul style="list-style-type: none"> - Staff culture & climate goals are established and monitored throughout the school year. - Secure keynote speaker - Ross Wehner to provide a keynote address on purpose and launch an understanding of purpose as it relates to staff wellness. - Monitor Employee Wellness Committee efforts as they work to extend understanding and study of purpose to support staff wellness. - Monitor Secondary advisory efforts to ensure we are learning environments that foster a sense of belonging. - Recommendation to school board to add focus on staff to strategy priority C to support staff wellness efforts that foster a sense of belonging.
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Standard 6.e, 7.f, 7.g and Strategic Plan Priorities C.1, C.5 & E.4

Highly Effective (4)	Effective (3)	Developing (2)	Ineffective (1)
<p>Ensures system-wide plan has been developed and implemented to assure healthy school and/or work environment; collaborates with local health and social service agencies, to provide supports for students and/or staff; monitors implementation of policies prohibiting bullying and harassment to ensure they are used as intended.</p> <p>Ensures systems wide school safety & security plan is developed & implemented to assure all school district buildings and grounds are safe and secure; collaborates with local enforcement and fire prevention agencies;</p>	<p>Ensures system-wide plan has been developed and implemented to assure healthy school and/or work environment; collaborates with local health and social service agencies, to provide supports for students and/or staff; ensures policies prohibiting bullying and harassment are developed.</p> <p>Ensures systems wide school safety & security plan is developed & implemented to assure all school district buildings and grounds are safe and secure; collaborates with local enforcement and practices safety drills.</p>	<p>Ensures system-wide plan has been developed and implemented to assure healthy school and/or work environment; collaborates with local health and social service agencies, to provide supports for students and/or staff; but plan is not followe completely; ensures policies prohibiting bullying and harassment are developed.</p> <p>Ensures plan has been developed to assure school district building and grounds are safe and secure, including some of the required safety drills.</p>	<p>No plan has been developed and implemented to assure healthy school and/or work environment; no plan has been developed for social emotional supports or options for students; policies prohibiting bullying and harassment do not exist.</p> <p>No plan has been developed to ensure school district building and grounds are safe and secure.</p>

<p>ensures effective crisis management and techniques; monitors for effectiveness; ensures drills are conducted to ensure parties know roles and responsibilities.</p> <p>Consults with and guides the EPS leadership team to develop and support open, productive, caring & trusting relationships among and between staff.</p>	<p>Encourages open, productive, caring & trusting environment among staff.</p>	<p>Haphazardly supports open, productive, caring & trusting environment among staff.</p>	<p>Culture of trust does not exist</p>
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<p>Goal 3: Provide oversight of long-term district fiscal health position through monitoring of resident enrollment management, advocacy with local and state officials on behalf of students and collective bargaining</p>	<p><u>Evidence of Performance 1:</u> Superintendent will provide direction, coaching and consultation to administrator project managers to conduct a longitudinal review of enrollment data and patterns.</p> <ul style="list-style-type: none"> - In conjunction with city of Edina partners, coordinate August 2023 report on enrollment trends from local demographer - August 2023 capacity study from architects
	<p><u>Evidence of Performance 2:</u> Superintendent will provide direction, coaching and consultation to administrator project managers who will implement & monitor marketing efforts to support retention of resident students.</p> <ul style="list-style-type: none"> - November marketing plan monitor report from the director of marketing and communication.
	<p><u>Evidence of Performance 3:</u> Superintendent will provide direction, coaching and consultation to administrator project managers who oversee contract negotiations.</p> <ul style="list-style-type: none"> - Ensures governance committee and school board receive timely updates on negotiations - Ongoing guidance and direction for administrator project managers.
	<p><u>Evidence of Performance 4:</u> Superintendent will engage in advocacy efforts at the local and state levels.</p> <ul style="list-style-type: none"> - Partner with Edina LAC, MASA & AMSD to advocate for the needs of Edina Students

Standard 2.e, 3.d, 5.f and Strategic Plan Priorities D.5 & E.4, E.5

Highly Effective (4)	Effective (3)	Developing (2)	Ineffective (1)
Protects school district's fiscal health by continually monitoring student enrollment, seeking efficiencies and identifying new sources of funding such as grants; consistently follows policies, bases recommendations and decisions on school district approved priorities and needs.	Provides some oversight of school district resource allocations and decisions, including fiscal investments, grant funding opportunities, fixed assets, and external resources; usually follows policies; ensures alignment between school district assets and priorities to support improved instructions and other key goals	Provides limited oversight of school district resources, including fiscal investments, grant funding opportunities, and fixed assets; does not consistently follow policies; some alignment exists between school district assets and priorities	Does not provide oversight of school district resources, including fiscal investments, grant funding opportunities, and fixed assets; has not developed policies to guide asset-related decisions; makes fiscal decisions that do not align with school district priorities and/or are wasteful
Works with school board & community to build relationships with government officials to promote students interests and influence appropriate responses to government actions	Assumes leadership role through numerous contacts with government officials to protect and promote student's interests.	Engages with government officials to protect student's interests.	Does not engage with government officials to protect student's interests.
Provides consultation and guidance to district leaders and school board in preparing for and executing negotiations.	Is proactive in preparing for collective bargaining by sharing appropriate information.	Accepts that collective bargaining is necessary and may be challenging.	Does not seek to understand and/or improve collective bargaining.