

Who	Goals	Result	Max Incentive
Michele Amborn	<p>Goal: By November 1st, 2025, know specific new rules that govern referendum elections.</p> <p>Goal: By December 1, 2025, identify one member of the community to communicate the bond referendum.</p> <p>Goal: By December 15, 2025, coordinate election judges for the referendum.</p> <p>Goal: By May 1st, 2026, process at least one video and distribute via ThrillShare.</p>	100%	\$3,500
Jody Gatchell	<p>Goal: By May 2026, the Montevideo School District will increase the average staff cleanliness survey score from 3.3 to at least 4.0 stars.</p> <p>Goal: By June 2026, the Montevideo School District will reduce cleaning supply costs by 10% compared to the 3-year average baseline.</p> <p>Goal: By June 2026, District facilities will be in better condition than at the start of the school year.</p>	80%	\$3,750
Shawn Huntley	<p>Goal: To significantly increase student engagement as it relates to student behavior in middle school classes by shifting instructional methods from passive learning experiences to active learning experiences.</p>	50%	\$3,750
Kim Kuhlmann	<p>Goal: By December 1, 2025, identify one member of the community to communicate the referendum.</p> <p>Goal: By February 1, 2026, complete a minimum of one hour of online training sessions on how to effectively use Google Gemini for drafting emails, summarizing documents, and generating routine communication.</p> <p>Goal: Attend at least two Apptegy webinars by March 1, 2026, and apply the knowledge to update or manage at least one district communication item using the tools learned during the sessions.</p> <p>Goal: By May 1, 2026, I will learn how to transfer and organize videos from a desktop or mobile device to Google Drive, and successfully upload and share at least three district-related videos with appropriate folders and sharing settings.</p>	100%	\$2,500
Tanya Maethner	<p>Goal: 95% of High School students surveyed in the 25-26 SY view school as a safe place, as measured by the end-of-year safe schools survey.</p> <p>Goal: The percentage of students meeting college readiness indicators on the ACT will meet or exceed 47% by June 2026.</p>	86%	\$3,750

Scott Ripley	<p>Goal: Arrange to conduct a virtual meeting in the boardroom without incident three consecutive times.</p> <p>Goal: Identify one community leader to communicate the referendum prior to December 1, 2025.</p>	100%	\$3,750
Heidi Sachariason	<p>Goal: 60% of students in grades 1-4 are at or above grade level in reading according to Spring FastBridge/STAR assessments by June 2026.</p> <p>Goal: The percentage of third-grade students who meet or exceed reading standards on the MN Comprehensive Assessments (MCA) will exceed 65% by June, 2026.</p> <p>Goal: In the 2025-26 school year, create an evaluation process for support staff and ensure 100% of support staff employed for the 25-26 school year receive an evaluation.</p>	94%	\$3,750
Jamie Skjeveland	<p>Goal: Facilities development of the school district's short and long-term measurable goals and aligns available resources with the school district's budget to accomplish goals.</p> <p>Goal: Ensure the facilities management plan is in place and includes the current status of buildings and the need for future facility improvements, with a projected plan to secure funding.</p> <p>Goal: Is visible at a variety of school events and approachable by staff; prioritizes regular visits to buildings and classrooms, consistently follows open-door policies.</p> <p>Goal: Assures that school district procedures and practices are systematically reviewed and revised to reflect fairness and respect for human dignity for members of the school community; builds relationships with union and non-affiliated employee groups through trust and sharing appropriate information.</p>	TBD	\$7,000
Kelly Snell	<p>Goal: Reduce the fund 4 deficit by 30%</p> <p>Goal: Identify one community leader to be a champion for the referendum, prior to December 1, 2025.</p>	100%	\$3,250
Adam Spray	<p>Goal: By March 15, 2026, identify at least \$20,000 in potential expenditure reductions.</p> <p>Goal: By March 15, 2026, conduct a review of Fund 4 expenditures and identify at least \$10,000 in cost-saving opportunities, providing a summary report with recommended reductions for administrative consideration.</p>	100%	\$3,750

Michael Trewick	<p>Goal: By May 15, 2026, every team within the organization will develop a written Emergency Action Plan (EAP) outlining procedures for emergencies that may occur during practices and events. Each team will also conduct at least one practice drill of their EAP and submit documentation of completion to the A.D.</p> <p>Goal: By May 15, 2026, conduct a full review of all position descriptions and point allocations within the MSO program for individuals working at activities. Updates will be finalized and communicated to relevant stakeholders by July 1, 2026</p> <p>Goal: By May 15, 2026, complete a comprehensive review of the Coaches and Advisors Handbook to ensure accuracy, relevance, and alignment with current policies. Revised versions will be distributed to all coaches and advisors by July 1st, 2026.</p>	100%	\$3,750
Vera Weber	<p>Goal: Mentor MTSS on DAC duties.</p> <p>Goal: Succession plan for planning and coordinating the opening day/s itinerary.</p> <p>Goal: Identify one community leader to be a communicator of the referendum.</p> <p>Goal: 90% of Grade 4-12 licensed teachers who have not already been trained in LETRS will be enrolled for READ ACT training by June 30, 2026.</p>	100%	\$3.750
Erika Zachman	<p>Goal: By May 15, 2026, review and update 70% of internal processes and procedures to align with the functionality and requirements of Qmlativ, ensuring documentation is revised, staff are informed of changes, and updated workflows are implemented across all relevant departments.</p> <p>Goal: By December 1, 2025, identify and secure the commitment of one community leader to serve as a referendum communicator.</p>	100%	\$3,500