

### Mahtomedi Superintendent Goals 2021

The Mahtomedi Superintendent goals focus on the implementation and support of the district strategic plan, specifically Strategy 3, related to **fostering organizational capacity, creating a culture of trust, and supporting a proactive budget process** that adapts and evolves over time to the needs of the community and aligns to our district mission and objectives.

Goal Focus Area	Superintendent Actions
Foster <b>organizational capacity</b> through the COVID-19 pandemic to pursue our mission and objectives.	<p>The superintendent will lead and support a leadership team that works collaboratively to use their strengths effectively.</p> <p>The superintendent will make operational decisions based on objective information provided by public health experts, employee expertise, and with an E-21 perspective.</p> <p>The superintendent will establish and maintain a safe and healthy environment for students and staff.</p> <p>The superintendent will foster a system that provides and supports instructional excellence and engagement for all students.</p>
Create <b>trusting and reciprocal learning relationships</b> with our district, Mahtomedi-area community, and State leaders.	<p>The superintendent will foster opportunities that strengthen academic and social-emotional growth.</p> <p>The superintendent will create and support regular student, staff, and family input opportunities health and safety, mental wellness, and student agency.</p> <p>The superintendent will use input from students, staff and families to inform and ensure equitable and inclusive practices.</p> <p>The superintendent will foster a culture of innovation and employee agency through the support of risk-taking and perseverance.</p> <p>The superintendent will nurture collaborative partnerships between parents, local leaders and organizations while collaborating on solutions to support the health and safety and emotional and intellectual growth of students and staff.</p> <p>The superintendent will advocate for our district and public schools through involvement in local and state organizations, and through legislative partnerships.</p>
Support a <b>proactive budget process</b> that adapts and evolves over time to the needs of the community and aligns to our district mission and objectives.	<p>The superintendent will prioritize funding for immediate needs with regard to health and safety for staff and students, technology access, staffing to support in-person learning, resources to support instructional needs due to disrupted learning, and professional development for staff to support instructional rigor and engagement.</p> <p>The superintendent will prepare and administer a budget that supports current district strategic priorities with an eye to future projected funding challenges.</p>

