



2025-2026 Superintendent Goals

Goal 1: Build Trust and Establish Leadership Credibility

MSBA/MASA Standards: Standard 1: Governance Team

Strategic Plan Priorities: (E) Engage Parents, Schools, and Communities

Evidence of Performance:

- Conduct one-on-one meetings with all School Board members, executive leaders, and key stakeholders by May 21, 2025.
- Complete at least 10 school visits and 5 community engagement sessions by June 2025.
- Present initial findings and recommendations to the School Board during a scheduled work session or Board Retreat.

Highly Effective (4)	Effective (3)	Developing (2)	Ineffective (1)
Establishes proactive, meaningful relationships with all key stakeholders; feedback confirms strong leadership presence.	Develops consistent communication and initial relationships with key stakeholders.	Limited stakeholder outreach or inconsistent presence.	Fails to establish relationships or engage meaningfully with stakeholders.

Artifact/Metric: Meeting logs, stakeholder feedback, board presentation deck

Goal 2: Drive Strategic Alignment and Instructional Excellence Across Key Programs

MSBA/MASA Standards: Standard 6: Teaching and Learning

Strategic Plan Priorities: (A) Advance Academic Excellence, Growth & Readiness; (B) Ensure an Equitable and Inclusive School Culture; (D) Develop Leadership throughout the District

Evidence of Performance:

- Achieve 80%+ participation in the Summer Leadership Retreat focused on the EPS Strategic Plan and Portrait of a Graduate.
- Ensure 90%+ of staff report being prepared for the school year through a Back-to-School Readiness survey.

- Complete an assessment (i.e. S.W.A.T. Analysis) of the following programs and/or systems by December 2025:
 - Early Learning Center (ELC)
 - Elementary Talent Development
 - High School Programming (i.e. Pathways and Career Readiness)
 - Safety and Security
 - Spanish Dual Language
 - Transition Program for Students with Disabilities
- Present a mid-year performance report to the School Board in December 2025 including student achievement data and instructional progress.

Highly Effective (4)	Effective (3)	Developing (2)	Ineffective (1)
Ensures strategic plan is implemented with fidelity; program evaluations are comprehensive and result in actionable improvement steps.	Provides regular oversight of instructional programs and aligns strategic goals with measurable outcomes.	Basic program oversight exists but lacks clear connection to strategic goals or measurable impact.	Fails to evaluate or align instructional programs with district goals.

Artifact/Metric: Retreat attendance records, staff survey results, evaluation reports, mid-year board presentation

Goal 3: Enhance Communication and Community Engagement

MSBA/MASA Standards: Standard 3: Communication & Community Relations

Strategic Plan Priorities: (E) Engage Parents, Schools and Communities

Evidence of Performance:

- Issue a weekly written update to the School Board and leadership team beginning April 2025.
- Publish monthly district-wide communications to staff and families during the 2025-2026 school year.
- Gather and share feedback from students, families, staff, and/or community members with the School Board at least three times by April 2026.
- Conduct or participate in 3 multilingual outreach events to ensure equitable access.

Highly Effective (4)	Effective (3)	Developing (2)	Ineffective (1)
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Establishes a comprehensive communication plan ensuring two-way engagement with all stakeholders; equitable outreach is prioritized.	Maintains regular communication with stakeholders and incorporates feedback mechanisms.	Inconsistent communication efforts; limited stakeholder feedback integration.	Fails to communicate effectively or engage the broader school community.
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Artifact/Metric: Weekly updates, district newsletters, advisory council meeting notes, event documentation

Goal 4: Ensure a Seamless Leadership Transition

MSBA/MASA Standards: Standard 5: Human Resources; Standard 1: Governance Team

Strategic Plan Priorities: (D) Develop Leadership throughout the District

Evidence of Performance:

- Present a comprehensive Final Report and recommendations to the School Board by June 2026.
- Deliver a Superintendent Transition Playbook to district leadership outlining systems, processes, and insights.
- Launch a district-wide recognition campaign celebrating the contributions of staff, students, families, and community partners.

Highly Effective (4)	Effective (3)	Developing (2)	Ineffective (1)
Develops a comprehensive transition strategy ensuring leadership continuity and celebration of stakeholder contributions.	Creates and implements basic strategies to support leadership transition and stakeholder recognition.	Transition planning is minimal and lacks broader engagement or clear deliverables.	Fails to plan for leadership transition; minimal or no stakeholder engagement or recognition.

Artifact/Metric: Final report to the board, transition playbook, communications and event documentation for recognition campaign