

2025 - 2026 Superintendent Goals			
Strategic Plan Focus Area	Strategic Plan Objective	Goal	Evidence
Student Achievement	2c. Annually set building goals that will be measured by district wide assessments such as Fastbridge or Star	The superintendent will support building improvement goals by continuing to refine and implement professional roles, responsibilities, and expectations for District Administration including principals and directors.	
Highly Effective (4)	Effective (3)	Developing (2)	Ineffective (1)
Comments:			
Student Support	3a. Convene a committee in summer of 2025 to analyze next steps for District MultiTiered System of Supports (MTSS) and format a plan to systematically grow and hone with monitoring throughout the year and continue process of annual reboot.	The superintendent will support the development and implementation of evidence-based intervention availability to any student not meeting proficiency standards in the area of reading K-12.	
Highly Effective (4)	Effective (3)	Developing (2)	Ineffective (1)
Comments:			
Workforce	4a. During the 25 - 26 school year implement a staff engagement and satisfaction survey, analyze results, and build actions based on the information garnered from annual survey.	The superintendent will facilitate a staff satisfaction survey, analyzation of results and build actions based on the information garnered from the survey.	
Highly Effective (4)	Effective (3)	Developing (2)	Ineffective (1)
Comments:			
	4b. By the end of 2025 - 26 school year through collaboration with the teachers union, update and implement a refreshed mentor program	The superintendent will collaborate with the teachers' union to update and implement a refreshed new teacher mentor program.	
Highly Effective (4)	Effective (3)	Developing (2)	Ineffective (1)
Comments:			
Communication	5a. During the 2025 - 26 school year develop a comprehensive list of each building's methods of communication along with general feelings of consumers with respect to ways to improve.	The superintendent will investigate and develop a comprehensive list of each buildings' methods of communication along with proposing a plan for streamlining District communication.	
Highly Effective (4)	Effective (3)	Developing (2)	Ineffective (1)
Comments:			
Facilities		The superintendent will guide the facility assessment process with Nexus and provide the board with next step options prior to the end of the fiscal year to facilitate continued movement forward on solving space and programing issues.	
Highly Effective (4)	Effective (3)	Developing (2)	Ineffective (1)
Comments:			
	6a. By May 30, 2025, organize a committee to develop short and long term plans for preschool programming that allows for streamlined operation and growth	The superintendent will organize a committee to develop short and long term plans for preschool programming that allows for streamlined operation and growth.	
Highly Effective (4)	Effective (3)	Developing (2)	Ineffective (1)
Comments:			
	6b. By August 2025, develop major assignment checklists for custodial staff positions specific to each building for the school year and implement use.	The superintendent will coordinate development of major assignment checklists for custodial staff positions specific to each building for the school year and implement use.	
Highly Effective (4)	Effective (3)	Developing (2)	Ineffective (1)

Comments:			
	6c. By end of 2025 - 26 school year, develop a 5 year schedule for facility and technology equipment upgrades and tracking along with mechanism to financially meet the plan.	The superintendent will facilitate development of a five year schedule for facility and technology equipment upgrades and tracking along with mechanisms for financially meeting the plan.	
Highly Effective (4)	Effective (3)	Developing (2)	Ineffective (1)
Comments:			
Curriculum and Academic Programming	7a. Annually investigate, plan for implementation, and purchase curriculum to meet the board approved curriculum adoption cycle.	The superintendent will support the investigation, evaluation, and selection of a new English Language Arts and Reading curriculum along with providing plan for training and implementation.	
Highly Effective (4)	Effective (3)	Developing (2)	Ineffective (1)
Comments:			