



## **Superintendent Goals: 2025-2026**

**Mission:** To inspire a passion for learning that enables all individuals to reach their highest potential.

### **Commitments:**

We will strive to ensure:

- A safe and welcoming learning community
- Student success
- A culture of continuous improvement, staff development, and support
- Organizational effectiveness and sustainability

### **Initiatives/Strategies:**

1. Ensure Mend the Middle Project is on Time and Within Budget
2. Strengthen Community Partnerships
3. Ensure Fiscal and Organizational Management
4. Improve Student Outcomes

<b>Initiative/Strategy #1</b> Ensure Mend the Middle Project is on Time and Within Budget	<b>Initiative/Strategy #2</b> Strengthen Community Partnerships	<b>Initiative/Strategy #3</b> Ensure Fiscal and Organizational Management	<b>Initiative/Strategy #4</b> Improve Student Outcomes
<b>Key Performance Indicators:</b> <ul style="list-style-type: none"> <li>● Phase 2               <ul style="list-style-type: none"> <li>○ Starts and ends on time</li> <li>○ Stays within the parameters of the approved budget</li> <li>○ Meets the design's expectations.</li> </ul> </li> </ul>	<b>Key Performance Indicators:</b> <ul style="list-style-type: none"> <li>● Research, explore, and/or implement innovative ways to support the district's strategic priorities.</li> <li>● Develop/support a reliable pipeline for highly qualified teacher applicants</li> <li>● Utilize professional development opportunities</li> </ul>	<b>Key Performance Indicators:</b> <ul style="list-style-type: none"> <li>● Quarterly fund balance updates to the board</li> <li>● Fiscal Management Plan based on three year roll out</li> <li>● Maintain a fund balance reserve of 30 - 36 days.</li> </ul>	<b>Key Performance Indicators</b> <ul style="list-style-type: none"> <li>● Improved MCA proficiency</li> <li>● Improved student perception data</li> <li>● Improved attendance rates</li> <li>● Decrease failure rates</li> <li>● Decreased behavior referrals</li> </ul>
<b>Critical Actions:</b> <ul style="list-style-type: none"> <li>● Maintain open communications with ICS, APX, PSM, and EC/SPMS administration               <ul style="list-style-type: none"> <li>○ September - March, ongoing construction steering committee meetings (every three weeks)</li> <li>○ March - September, weekly progress/planning meetings</li> </ul> </li> <li>● Provide regular updates to the board via committee/board meetings, and bi-weekly updates</li> </ul>	<b>Critical Actions:</b> <ul style="list-style-type: none"> <li>● Explore renewing membership in MSU, Mankato's Minnesota Educator's Partnership</li> <li>● Explore additional partnerships with Gustavus Adolphus College</li> <li>● Participate in Cities, Colleges, and Universities Advisory Committee; City of St. Peter's Sustainability Task Force; MASA's Great Start Cohort; Big South Superintendent's meetings; and Little 10</li> <li>● Re-establish the shared program's committee</li> <li>● Partner with Compass</li> </ul>	<b>Critical Actions:</b> <ul style="list-style-type: none"> <li>● Weekly budget meetings with business manager</li> <li>● Monthly business committee meetings</li> <li>● Report summary of district revenues and expenditures via the quarter fund balance tracker</li> <li>● Develop, monitor, and adjust the three year budget roll out and fiscal management plan.</li> </ul>	<b>Critical Actions:</b> <ul style="list-style-type: none"> <li>● Develop alignment through a clear district mission, vision, and direction.</li> <li>● Align resources and efforts through the strategic planning process.</li> <li>● Continue weekly principal/administrative team meetings to ensure progress on district level strategic plans</li> <li>● Implement monthly individual principal meetings to ensure progress on building/program level strategic plans.</li> </ul>

