

2026-2027 Superintendent Goals

Goal 1: Build Trust and Establish Leadership Credibility

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

Evidence of Performance:

- Conduct one-on-one meetings with School Board members, building principals, administrative staff, community leaders, union leadership, and key stakeholders by September 30, 2026.
- Address all staff at the District Welcome, sharing my personal story, values, and vision for our goals for the upcoming year.
- Complete at least 10 school visits and 5 community events by September 30, 2026.
- Present initial findings and recommendations to the School Board.

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

MSBA/MASA Standards: Standard 6: Teaching and Learning

Evidence of Performance:

- Present to the Board a process and timeline for the development of a new Strategic Plan
- Ensure the growth and development of READ Act requirements
- Provide a report to the Board on the math curriculum pilot and the implementation of the 2022 Minnesota math standards.

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: Read Act training update, Strategic Plan Board presentation

Goal 3: Improve Board Cohesiveness and Communication

MSBA/MASA Standards: Standard 1: Governance Team

Evidence of Performance:

- Issue a weekly written update to the School Board
- Host at least 8 study sessions in small groups or with the full Board before May 2027
- Facilitate an orientation for new board members prior to January 2027
- Support the development of a Board handbook
- Gather and share feedback from students, families, staff, and/or community members with the School Board at least two times by May 2027.

Highly Effective (4)	Effective (3)	Developing (2)	Ineffective (1)
Collaborates with school board to review and improve value of information and guidance provided to the board for effective decision-making; ensures meeting materials are comprehensive, with adequate background information and possible action; offers thorough, timely, and prudent recommendations	Assists school board in understanding multiple perspectives surrounding issues as well as possible implications of decisions; provides meeting materials and background and historical perspectives; includes recommendations	Shares information with a few school board members for decision-making in a timely manner; provides incomplete meeting materials that do not include adequate background information or historical perspective.	Does not provide timely information needed for effective school board decision-making; meeting materials are not readily available; members do not receive enough information regarding agenda or background information

Artifact/Metric: Weekly updates, meeting log, draft of Board Handbook, Board stakeholder report

Goal 4: Grow Superintendent Leadership Profile

MSBA/MASA Standards: Standard 8: Ethical and Inclusive Leadership

Evidence of Performance:

- Participate in MASA new Superintendent Cohort
- Engage in MASA and MSBA leadership offerings
- Attempt to identify and attend other Superintendent leadership development offerings

Highly Effective (4)	Effective (3)	Developing (2)	Ineffective (1)
Demonstrates high level of self-awareness and commitment to improve upon professional practice	Demonstrates self-awareness and need for improved professional practice	Has awareness of need to improve on professional practice	Does not demonstrate awareness of need to improve professional practice.

Artifact/Metric: Conference and cohort summary report to the Board