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| FOCUS AREA: | FINANCE AND OPERATIONS |
| School District Goal: | We will preserve our strong financial standing while maintaining programs, services, and facilities at maximum efficiency. |
| School District Objectives: | <ul style="list-style-type: none"> • Demonstrate fiscal responsibility through thoughtful and consistent oversight of budget development. • Develop and implement a long-range, community-based facilities improvement and maintenance plan. |
| Superintendent Goals: | Provide the leadership for effective management of district resources: |
| Superintendent Objectives: | 1. Begin preparations for an operating levy by utilizing an expanded Finance Advisory Committee in developing a timeline, selecting a referendum date, and determining the referendum amount. |
| | 2. Involve the Finance Advisory Committee in preparing the budget for the Early Childhood full program in 2017. |
| | 3. Ensure a timely and within budget Parkview project completion. |
| | 4. Utilize an expanded Facilities Advisory Committee to establish direction and funding possibilities for the district for the High School-Roosevelt upgrades. |
| | 5. Research advantages and disadvantages for the district of a possible Q-Comp application. |
| | 6. Evaluate the financial, educational, and administrative impact of additional staffing and duties added in 2014-15 in preparation for future budget adjustments, if necessary. |
| | 7. Continue work on and report to the board on the auditorium-refurbishing project. |
| | 8. Follow through on all facility and land purchase related project requests for presentation to the board. |
| | 9. Keep fund balance within policy guidelines. |
| MN Rule3512.0510 Competencies | <ul style="list-style-type: none"> • Organization Management: developing and managing budgets and maintaining annual fiscal records; demonstrating an understanding of facilities, development, planning, and management. • Organization management: demonstrating knowledge of factors that affect school finance including sources of revenue, expenditure classification, generally acceptable accounting principles, and local, state, and federal finance calculations. |

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| FOCUS AREA: | STUDENT ACHIEVEMENT |
| School District Goal: | We have high expectations for academic achievement for all students. |
| School District Objectives: | <ul style="list-style-type: none"> • Increase academic rigor, accountability, and learning opportunities for all students. • Maintain measurable targets and goals for student achievement while addressing the needs of underperforming subgroups of students. |
| Superintendent Goals: | Provide the leadership to increase academic achievement and learning opportunities for all students, using data to measure growth, and to effect changes in curriculum and instruction when necessary to close the learning gap. |
| Superintendent Objectives: | 1. Ensure staff is trained in the effective use of PLCs and report measurable results to the Board at year-end. |
| | 2. Develop a curriculum mapping and review process to ensure that the World’s Best Work Force requirements are carried out to meet state mandates in a constructive way. |
| | 3. Develop more data driven reports for board members to understand what is being done to identify, monitor, and assist students who are struggling academically. |
| | 4. Ensure successful implementation of the Virginia Early Learning Collaborative by hiring an Early Childhood Coordinator who will design early childhood programs to accommodate the wide array of developmental abilities of students; establish a family service component for referrals to area social and educational services; collaborate with birth to age 5 day care providers for program continuity prior to kindergarten enrollment. |
| | 5. Enhance learning opportunities for Special Education students by considering the establishment of more adaptive classes, allowing mainstream classes with life skills to be repeated, and merging the 18-21 Program with regular high school programming/classes. |
| | 6. Become the regional leader in AP class offerings or have a plan to continue offering concurrent enrollment classes (or something similar) in the high school. |
| MN Rule 3512.0510 Competencies | <ul style="list-style-type: none"> • Instructional management for the success of all learners: demonstrating an understanding of research about learning and instructional strategies; demonstrating the ability to use data for instructional decision-making. • Curriculum planning and development for the success of all learners: demonstrating the ability to enhance teaching and learning through curriculum assessment and strategic planning for all learners, including early childhood, elementary, middle and junior high school, high school, special education gifted and adult levels. |

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| FOCUS AREA: | LEARNING ENVIRONMENT AND COMMUNICATION |
| School District Goal: | We promote mutual respect for all District stakeholders and provide a safe and nurturing learning environment for students and staff to perform at peak efficiency. |
| School District Objectives: | <ul style="list-style-type: none"> • Provide an environment for academic success, professional growth, and innovation in learning. • Strengthen relationships with students, staff, parents and community to increase support for the district. |
| Superintendent Goals: | Create a coordinated and effective communication process and provide the leadership that fosters a collaborative work environment in the District: |
| Superintendent Objectives: | 1. Reduce grievances by working with board and/or committee members prior to preparing a united district response. |
| | 2. Address any relevant issues identified in stakeholder and community surveys brought forth by the Strategic Planning Process. |
| | 3. Lead the development of a communication plan between administration and staff that improves communications and strengthens relationships. |
| | 4. Develop a communication plan that increases our community's understanding of the district needs, goals, and priorities through consistent and meaningful communication. |
| | 5. Interact in a personal and positive way with and be visible in our extended community of staff, students, and families at school activities. |
| | 6. Ensure that all district policies and procedures are up-to-date, communicated, trained on, and followed. |
| | 7. Implement academic study sessions for the board with all administrative staff and other partners such as the NLC Special Education Coop and EIP. |
| MN Rule 3512.0510 Competencies | <ul style="list-style-type: none"> • Communication: demonstrating an understanding of the importance of communication between the school district and its community. • Communication: formulating and carrying out plans for internal and external communications. • Community relations: identifying and interacting with internal and external publics. |