



2020-21 Superintendent Goals

Goal 1

The superintendent will facilitate the development of operational plans and metrics in support of the newly adopted strategic plan.

Goal 1a

The superintendent will support the development of strategies and implementation targets in support of the **social and emotional learning** focus area.

Goal 1b

The superintendent will support the development of strategies and implementation targets in support of the **equitable systems and support** focus area.

Goal 1c

The superintendent will support the development of strategies and implementation targets in support of the **career exploration and preparation** focus area.

Goal 2 - The superintendent will oversee the ongoing planning and implementation of our **COVID pandemic response**.

Goal 3-The superintendent will oversee the design, planning, and construction of the planned **facilities improvements**.

Goal 1

Impact Statement

The newly adopted strategic framework was based on a comprehensive analysis of stakeholder feedback, educational research, and local student outcomes. It identifies specific areas of desired improvements to our school and district culture, systems, and supports.

The targets below include specific strategies that have already been identified as needed to achieve the hopes and dreams we have for our district as laid out in the strategic framework. It also includes processes to get more feedback from our students, staff, and community. This feedback, along with continued consultation with experts and review of recent research, will create a roadmap of action for the near and long term future. Through the development of our strategic framework, we have decided where we want to go. The targets below will give us the most effective and efficient way to get there.

Overall Implementation Targets

- Rollout of strategic plan to staff and community to foster alignment and collaboration.
- Create task forces/advisory councils/feedback loops specific to the focus area to ensure we understand our community's perception of current needs/concerns and what their hopes and dreams are for the future.
- Development of metrics to provide ongoing tracking of progress
- Develop a long-range plan of specific strategies to support each focus area

Social and Emotional Learning (SEL) Implementation Targets

- Establish SEL leadership team
- Participate in MDE grant on Social-Emotional Learning
- Select an SEL framework
- Conduct a needs assessment
- Identify research-based practice aligned to selected SEL framework

Equitable Systems and Support-Implementation Targets

- Establish equity advisory committee
- Conduct an equity audit
- Select equity framework
- Draft recruiting, hiring, and retaining staff of color action plan
- Draft elevating student voice and leadership action plan
- Draft creating and sustaining equity leadership action plan

Career Exploration and Preparation Implementation Targets

- Plan for the implementation of recommendations from 19-20's Graduation

Requirement Task Force

- Implement math for trades course with articulation with Dakota County Technical College.
 - Revise Physical Education and Health course offerings to include certifications and use of the new aquatic facility at the high school.
 - Continued improvement of Warrior Seminar and internship opportunities.
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Goal 2 - The superintendent will oversee the ongoing planning and implementation of our **COVID pandemic response**.

Impact Statement

During the ever-changing landscape of the COVID-19 pandemic, thoughtful and coordinated leadership will be required to achieve the best possible learning conditions for our students within the confines of necessary safety protocols.

Implementation Targets

- Regular consultation and collaboration through a shared leadership model
 - Twice weekly meetings with cabinet
 - Weekly meetings with administration
 - Regular consultations with Dakota County Health Department and the Minnesota Department of Health
 - Regular discussion and reports with the board
 - Weekly meetings with Dakota County Superintendents
 - Regular meetings with metro superintendents
 - Increased frequency of/representation at Meet and Confer sessions
- Clear communication with stakeholders to keep informed of planning
 - Warrior Weekly/District Update
 - Video Production/Website Updates
 - Board Meetings
- Effective Phase-In of Hybrid Model
 - Safety protocol development
 - Learning model development
 - Site preparation
 - Staff development
 - Technology Updates
 - Staffing (Additional hires, reallocations, adjustments)
 - Childcare systems
 - Food distribution systems
 - Addition of grades

- Pre-K and K-Sept 21st
 - 1, 2-Oct. 5th
 - 3,4,5,6,9-Oct. 19th
 - 7-8, 10-12-Tentative Nov. 9th
 - Winter/Spring Monitor and Adjust
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Goal 3 - The superintendent will the completion of the planned facilities improvements.

Impact Statement

Through the improvement of our facilities, we will be better equipped to prepare our students for the current college and career landscape. We will also maintain the community’s trust and investment in our schools.

Implementation Targets

- Monitor completion of projects
- Collect requests for additional projects
- Determine any remaining funds for additional projects
- Manage the prioritizing of additional projects based on available funds.
- Regular consultation and collaboration through a shared leadership model
 - Weekly Facilities Planning Team Meetings
 - Project Oversight Committee Meetings
 - Review and approve as needed the work of the Facilities Planning Team
 - Change Order Approvals Over \$100K
 - Monitor and adjust budget and plan as needed
 - Regular Board Updates
 - Review and approve as needed the work of the Project Oversight Committee
 - Change Order Approvals Over \$175K
- Staff Communication of Progress
 - Leadership Team
 - Principal/Staff Meetings (Equipping Principals to take a lead role)
 - Electronic Communications
 - Regular updates to websites
 - E-News updates