



The Superintendent's goals are directly aligned with the School Board's adopted priorities to ensure academic excellence, safe and inclusive school environments, equitable and responsible resource use, and strong community engagement. Over the next three years, the Superintendent will guide the district through measurable improvements in student learning, belonging, fiscal transparency, and partnership development.

Each goal below includes specific annual actions, measurable outcomes, and data sources for Board oversight.

Goal 1: Advance Academic Rigor and Student Achievement

Superintendent Goal

Strengthen instructional quality and equitable access to rigorous learning so that all students demonstrate measurable academic growth in literacy, mathematics, and engagement in advanced learning opportunities.

Three-Year Plan

Year	Focus Area	Key Actions & Measures	Data Points
Year 1	Establish Baselines	Conduct district wide data audit of academic performance and access to rigorous coursework, disaggregated by subgroup. Identify achievement and opportunity gaps. Establish measurable growth targets (+5% proficiency).	Assessment data (ELA/Math), course enrollment reports
Year 2	Implement Growth Strategies	Implement targeted interventions (Tier 1/2/3), literacy and math acceleration, and professional learning for teachers. Demonstrate +5% growth in literacy/math proficiency and 3–5% gap reduction.	Benchmark assessments, subgroup performance data
Year 3	Sustain and Scale	Equalize access to advanced coursework, expand early literacy and middle school acceleration opportunities, and sustain proficiency gains.	Longitudinal assessment trends, equity participation metrics

Evidence/Data Sources

State and local assessments; advanced course enrollment data; intervention participation; student/family surveys on academic expectations.

Goal 2: Foster Safe, Healthy, and Inclusive School Environments

Superintendent Goal

Create and sustain positive school climates that promote physical safety, mental health, belonging, and inclusion for all students and staff.

Three-Year Plan

Year	Focus Area	Key Actions & Measures	Data Points
Year 1	Baseline & Review	Conduct climate and safety surveys; establish baselines for belonging, safety, and wellbeing; review crisis and HHB protocols.	Climate survey data, policy audit results
Year 2	Targeted Improvements	Implement initiatives such as restorative practices, peer mentoring, and wellness programming. Achieve 5% improvement in belonging and safety survey indicators; reduce absenteeism and discipline incidents by 5%.	Attendance, discipline, survey metrics
Year 3	Sustainment	Maintain positive trends, close subgroup gaps in belonging by 5%, and integrate wellbeing practices into PD and evaluation.	Longitudinal survey data, staff retention rates

Evidence/Data Sources

Annual climate and safety survey results; attendance and behavioral data; HHB reports; staff wellness data.

Goal 3: Practice Responsible Stewardship of Resources

Superintendent Goal

Align financial resources with equity and opportunity goals while maintaining transparency, efficiency, and public trust.

Three-Year Plan

Year	Focus Area	Key Actions & Measures	Data Points
Year 1	Budget Alignment & Transparency	Present budget explicitly linked to Board goals. Identify opportunities for reallocation to support underserved groups.	Budget documents, dashboard metrics
Year 2	Accountability & Efficiency	Reallocate resources to expand student opportunities (intervention, enrichment, technology). Maintain fiscal health and demonstrate transparency through community presentations.	Audit results, efficiency metrics, feedback surveys
Year 3	Sustainability & Trust	Institutionalize equity-based budgeting practices. Demonstrate sustained fiscal stability and public trust (budget passage, survey confidence).	Budget vote data, community trust surveys

Evidence/Data Sources

Financial audits, budget hearings, equity allocation summaries, public dashboard analytics.

Goal 4: Deepen Community Engagement and Strategic Partnerships

Superintendent Goal

Expand partnerships with families, community organizations, and regional institutions to enhance learning pathways and build community trust.

Three-Year Plan

Year	Focus Area	Key Actions & Measures	Data Points
Year 1	Build Baseline & Structure	Establish engagement baselines through surveys; re-launch advisory councils (students, parents, community, business); map current and potential partnerships.	Survey data, partnership inventories
Year 2	Expand Participation	Increase student access to partnership-supported opportunities; close participation gaps by 5%; improve community perception scores by 5%.	Partnership participation data, community surveys
Year 3	Measure Outcomes	Sustain partnerships and demonstrate measurable gains in postsecondary readiness and community trust.	Postsecondary readiness metrics, advisory council reports

Evidence/Data Sources

Community and family engagement surveys; partnership data; postsecondary transition reports; advisory council feedback.

Summary Dashboard: Superintendent Performance Indicators (Year 3 Targets)

Board Goal	Superintendent Measure of Success	Key Data Sources
Academic Rigor	+5% overall proficiency growth; 5% reduction in subgroup gaps	State/local assessments; course enrollment data
Safe & Inclusive Schools	+5% improvement in belonging/safety; -5% chronic absenteeism	Climate surveys; attendance and discipline data
Fiscal Stewardship	Budget fully aligned with equity goals; community trust	Financial dashboards; audits; surveys
Community Engagement	5% increase in partnership participation; measurable gains in postsecondary readiness	Partnership reports; survey and CTE/college data