



Dr. Matthew Meakin: Superintendent Goals 2026-2027

Goal 1: Develop and implement plans and processes to operationalize the districtwide Strategic Plan with an emphasis on system alignment, key performance indicators, monitoring methods, and student performance outcomes.

Target: Objective Performance Standard #2: Organizational Leadership

Performance Indicator: Ensures priorities and initiatives are in alignment with a clearly defined and well-articulated vision for the district.

Goal 2: In coordination with the Building and Grounds Committee, lead the Design Team through the schematic and design stages of the Northern Middle School and Athletic Complex. A successful design stage will lead to project bidding and the final approval of accepted bids, budget, and timeline for construction by the School Board.

Target: Objective Performance Standard #3: District Operations and Financial Management

Performance Indicator: Regularly Assesses state of district facilities and equipment and develops replacement and updating schedules as appropriate

Goal 3: In coordination with the Chief Financial and Operations Officer, develop and execute an extended budget-cycle. The cycle will allow for further engagement with the Board and Community and include Key Performance Indicators.

Target: Objective Performance Standard #3: District Operations and Financial Management

Performance Indicator: Works with the Board and district business officials to successfully accomplish financial and budgetary priorities including meeting all timelines associated with the annual budget.

Goal 4: Improve district-level communication by researching, developing, and implementing a systematic approach to proactive communication in support of the priorities and strategies defined in Target Area 3 of the Strategic Plan.

Target: Objective Performance Standard #4: Communication & Community Relations

Performance Indicator: Handles media resources skillfully, and regularly demonstrates sound judgment when communicating with the public. Maximizes utilization of multiple methods for delivering accurate, timely, and reliable information to the Board and community.

Goal 5: In coordination with the Leadership Team, research and revise the Act 93 Supervision & Evaluation System. Such a system will include applicable state

approved frameworks, alignment of evaluation criteria with the Strategic Plan, and measurable performance indicators. Phased implementation to begin with the 2027-2028 school year.

Target: Objective Performance Standard #5: Human Resource Management

Performance Indicator: Ensures timely completion of all district wide staff evaluations / Ensures alignment of superintendent evaluations goals with that of key personnel.

Goal 6: Complete the New Superintendent's Academy Phase II to improve job-related knowledge and skills to aid job performance in the Superintendent role. Key learning outcomes will be summarized to the Board and aligned with the Strategic Plan.

Target: Objective Performance #6: Professionalism

Performance Indicator: Continuously monitors effectiveness within the role of the superintendent, seeking out and participating in professional development activities in alignment with areas identified for improvement by the Board and / or through self-reflection.