

Kenesaw Public SCHOOLS

2025-27 Superintendent-Board Goals

**Mr. Rick Masters
Superintendent**

Board of Education

Marlin Kimle, President
Kay Sidders, Vice President
Tonya Hansen
Troy Legg
Katheryn Schneider
Shandra Uden

Kenesaw Public Schools

2025-2027 Superintendent Goals

The following superintendent goals reflect a summary of feedback received from the board during the superintendent-board goal planning retreat on January 2, 2025. The board will support the success of the superintendent through committee and regular board meeting discussion, consideration, and action.

The superintendent will prioritize the goals according to urgency and impact. Updates will be presented to the board through regular board meeting updates. The reports will outline the superintendent's progress, success, and outcome of the identified goals.

The board will

Goal I: Organizational and Cultural Leadership

Objective: To build confidence, trust, and unity among all staff members model support and establish district systems and structures that will enhance the working experience, accountability, consistency, and a positive climate-culture throughout the school district.

Strategy I. Engage administrators in the development of district processes to support consistency and structures that improve the culture of the school district.

Superintendent Performance Indicators:

- a. Attend professional development focused on leadership and methods of contributing to a unified school environment of trust and respect.
Timeline, Action Steps, and Data to support evidence of progress:
- b. Focus on modeling a unifying leadership through the engagement of staff to a shared sense of expectations and mutual accountability with all stakeholders within the school community.
Timeline, Action Steps, and Data to support evidence of progress:
- c. Present the board with a plan for establishing unified leadership and timely progress updates through the superintendent monthly board meeting report.
Timeline, Action Steps, and Data to support evidence of progress:
- d. Study, consider, and adopt a district on-boarding process and mentoring program to ensure the long-term success of certificated staff.
Timeline, Action Steps, and Data to support evidence of progress:

Standard I: Mission Vision, and Goals Board

Standard II: Stakeholder and Community Engagement

Board Goals:

- I. The board will hold the superintendent accountable for providing a Strategic Plan update at regular monthly board meetings.
Timeline, Action Steps, and Data to support evidence of progress:
- II. The board will re-engage the staff and community in the review and progress of the Strategic Plan and discuss needs and priorities of the school district to update the original strategic plan and model effective board governance leadership.
Timeline, Action Steps, and Data to support evidence of progress:
- III. The board will hold the superintendent accountable for providing updates at regular monthly board meetings of his progress and success of the adopted superintendent goals.
Timeline, Action Steps, and Data to support evidence of progress:

Goal II: Educational Leadership

Objective: The superintendent provides educational leadership ensuring resources align and support best practice for instructional standards, as well as implementation of current and/or applicable curriculum/assessments to support student success.

Strategy I. Consider and design administrative protocols to support continued improvement and growth of instruction and learning needs of Kenesaw Public Schools.

Superintendent Performance Indicators:

- a. Design and adopt administrative curriculum selection protocols and procedures to ensure curriculum is purposefully researched and once adopted the district will
 - align to state standards
 - update curriculum mapping
 - update scope and sequence documents
 - monitor for progress

Timeline, Action Steps, and Data to support evidence of progress:

- b. Collaborate with administrators to review to update the current teacher evaluation system for effectiveness, validate that it is aligned to the instructional framework, provides timely and authentic feedback to reinforce growth of professional skills and knowledge, and creates a pathway for leadership succession.

Timeline, Action Steps, and Data to support evidence of progress:

- c. Work collaboratively to identify areas of growth in the professional development plan to support improvement and growth of instruction and student learning.

Timeline, Action Steps, and Data to support evidence of progress:

Board Goals:

- I. The board will review, revise, and update [or adopt] a Curriculum Review Policy aligned to the review and adoption of the Nebraska State Standards.

Timeline, Action Steps, and Data to support evidence of progress:

- II. The board will expect a routine review of data during regular monthly board meetings to assess the progress and success of student learning.

Timeline, Action Steps, and Data to support evidence of progress:

Goal III: Professional Leadership

Objective: To build confidence, trust, and unity among staff and the board, the superintendent will model support and establish district systems and structures that enhance the working experience, culture of accountability, and consistency throughout the school district.

Strategy I. Work alongside administrators, to design and implement systems and processes that are consistent districtwide, create accountability, and support collaborative and unified leadership to benefit staff and students.

Superintendent Performance Indicators:

- a. Establish district-wide administrative protocols and procedures to support high-level leadership by each administrator when evaluating and holding staff and students accountable to policy and handbooks.

Timeline, Action Steps, and Data to support evidence of progress:

- b. Present the district-wide administrative protocols and procedures to the board to validate unified administrative leadership, how improved personnel leadership will impact staff and how outcomes will be monitored and measured.

Timeline, Action Steps, and Data to support evidence of progress:

- c. Engage the board through an administrative presentation of the current teacher evaluation policy and procedures.

Timeline, Action Steps, and Data to support evidence of progress:

- d. Present the current administrator evaluation tool to the board for review.

Timeline, Action Steps, and Data to support evidence of progress:

- e. Design and present an annual professional development schedule for the board's review that aligns to district initiatives for improving instruction.

Timeline, Action Steps, and Data to support evidence of progress:

Standard V: Advocacy

Board Goals:

I. The board will discuss and consider the development of an Advocacy Committee to expand their knowledge and understanding of the current legislative session and potential impact of priority bills.

II. The board agenda will include the presentation of the administrative protocols and procedures and the review of the teacher and administrator evaluation tools, policy, and procedures.

Timeline, Action Steps, and Data to support evidence of progress: