

 2025-2026 OKR District Base Document



Primary OKRs

Why they're called "Primary": Because they cut across the entire organization, they require collective effort. Every department, building, and individual has a part to play in making them real. They are "primary" not in the sense of being the biggest priority, but because they are universal and integrated into the daily work of everyone.

STAFF Learning Journeys

Relevant, meaningful, and sustained learning for all staff that supports our vision and mission

- **KEY RESULTS**

- 100% of staff participate in at least one Personalized Professional Learning Pathway aligned with personal professional goals and MCS vision and goals.
- At least 90% of staff report that their learning is meaningful and relevant.
- At least 80% of staff apply learning in their role.

- **STRATEGY**

- Launch and evaluate a personalized professional learning system for all Comet staff aligned with our [beliefs about learning](#) and vision for personalized learning.
- Leverage new calendar structure and consistent rhythm of work to support sustained, collaborative learning district-wide.

STUDENT Journey Days

Meaningful, manageable learning opportunities beyond the school walls help students discover purpose and potential

- **KEY RESULTS**

- 100% of students participate in Journey Day learning experiences, including goal setting and reflection.
- At least 80% of students report that Journey Days helped them to explore their personal purpose and potential.
- At least 80% of students share evidence of their learning within their school or classroom community.

- **STRATEGY**

- Launch and evaluate an aligned K-12 Student Journey Day system for all students that elevates our Portrait of a Comet and vision. The system should:
 - Include a scope and sequence of Journey Days experiences, leverage Comet Welcome Day and phase-in days, leverage [universal experiences](#), include pre- and post-Journey Day learning and reflection in-school activities that support students' exploration of their strengths, interests, and Portrait of a Comet skills, ensure consistent family communication from district, building, and classroom levels to support families' access to opportunities, and include an evaluation method to monitor implementation and impact.

Project OKRs

Why they’re called “Project”: These focus on particular systems or initiatives that specific teams, leads, or groups are responsible for moving forward. Not every staff member is directly involved, though everyone benefits from the outcomes.

Purposeful Learning | *Grow, Discover, & Chart Your Path*

Learner-Centered Systems of Support

Ensure consistency to maintain momentum and deliver strong outcomes for all learners

- **KEY RESULTS**
 - Meet 100% of [Mason Quality achievement and growth targets](#)
 - At least 90% of teachers understand how student needs are identified and how to access student supports through universal screening and Comet Success Teams.
 - Each building meets all identified improvement goals for LCSS implementation.
- **STRATEGY**
 - Continued focus on the implementation of aligned Learner-Centered Systems of Support that help each student to thrive, including:
 - Consistent implementation of Tier 1 universal learning resources
 - Expanded use of Branching Minds for documenting interventions and progress monitoring data
 - Aligned, consistent LCSS systems for teaming, meeting, and communication

Meaningful Experiences | *Inspire, Empower, & Make a Difference*

DREAM Centers

DREAM Center engagement soars as K-12 resources are maximized and aligned

- **KEY RESULT**
 - 100% of grade levels/departments have a structured plan for DREAM Center resource and experience integration aligned to the K-12 DREAM Center scope and sequence
- **STRATEGY**
 - Convene a DREAM Center Team in each building who contribute to the development of a K-12 DREAM Center purpose statement, scope, and sequence that ensure students engage with DREAM Centers at all grade levels and are prepared to use DREAM Center resources independently by high school.
 - Ensure K-12 alignment, including: purposeful resource use, integration with classroom learning, structured scheduling, and teacher and staff understanding of how to utilize the space effectively.

Connected Community | *Belong, Thrive, & Build CommUNITY*

Family-Facing Systems

Increased ease and accessibility in all family-facing Mason City Schools systems

- **KEY RESULT**
 - Audit of family-facing systems identifies actionable steps by October 31.
- **STRATEGY**
 - Convene Family-Facing Systems Audit Team, including representation from student activities, athletics, Boosters, Superintendent Committees (Diversity Council, Safe & Inviting, Student Achievement).
 - Audit all current family-facing systems that families need to access and experience Mason Quality, in order to identify strengths and opportunities, including the experiences of new families and those from multilingual backgrounds.

Legacy Investment | *Envision, Develop, & Sustain Mason Quality*

Mason Momentum Teams

Momentum Teams provide strategic leadership for current and future priorities, guided by our Big Rocks - Culture, Inclusive Excellence, & Personalized Learning

- **KEY RESULTS**
 - Mason Momentum Team members describe the role that Momentum Teams play in supporting the exploration and implementation of innovative ideas
 - 100% of Fusion and Future Leads report confidence in leading Mason Momentum Team efforts
 - At least 15 ideas have been explored and/or piloted using Mason Momentum Team systems, including at least three from Journey to 2030 strategic priorities
- **STRATEGY**
 - Establish and implement a system for momentum (including teaming structure, rhythm of work, documentation, communication cadence, funding) to support a dynamic and symbiotic relationship between Mason Momentum Fusion and Futures Teams that ensures alignment with our vision and values
 - Define and launch a system for how iTeams will identify, evaluate, and pilot future-focused ideas
 - Develop Mason Momentum Team Leads leadership, collaboration, and innovation skills through intentional systems, which may include peer coaching, leadership development experiences, upskilling aligned to Momentum Team needs, and structured reflection on prototypes and pilots.

Legacy Investment | *Envision, Develop, & Sustain Mason Quality*

New Staff Support Systems

Creating onboarding systems for new staff members that are anchored in Mason Quality expectations

- **KEY RESULTS**
 - 100% of new administrative, certified, and classified staff engage in a multi-tiered onboarding and professional learning system.
 - At least 80% of new staff report a strong sense of belonging and feeling supported and confident in their role.
 - At least 80% of new staff report awareness of opportunities to engage in and support the school community beyond their position
- **STRATEGY**
 - Establish a New Staff Support Systems planning team
 - Build sustainable systems for support, community-building, and professional learning aligned with MCS values, vision, and priorities for new administrative, certified, and classified staff

2025-2026 Objectives and Key Results

Strategic Pillar		Objective		Key Results	
Operational Excellence	Improve production efficiency	Reduce cycle time	10%	95%	98%
	Optimize resource allocation	Reduce waste	5%	90%	95%
	Enhance quality control	Reduce defects	2%	92%	97%
	Streamline logistics	Reduce costs	3%	90%	95%
Customer Satisfaction	Improve service quality	Reduce complaints	15%	85%	90%
	Enhance customer experience	Increase NPS	5 points	75%	80%
	Improve delivery speed	Reduce lead time	20%	80%	85%
	Strengthen customer loyalty	Reduce churn	10%	80%	85%
Financial Performance	Optimize budget	Reduce expenses	5%	90%	95%
	Improve revenue	Increase sales	10%	90%	95%
	Manage risk	Reduce losses	3%	90%	95%
	Enhance profitability	Improve margins	5%	90%	95%
Human Resources	Improve employee engagement	Reduce turnover	10%	85%	90%
	Enhance training programs	Increase skills	20%	80%	85%
	Improve recruitment	Reduce time to hire	15%	80%	85%
	Strengthen leadership	Increase productivity	10%	80%	85%
Technology Innovation	Implement new systems	Reduce downtime	5%	90%	95%
	Enhance data security	Increase compliance	10%	90%	95%
	Improve IT support	Reduce tickets	10%	90%	95%
	Strengthen cybersecurity	Increase resilience	10%	90%	95%