



Mark Messman - Superintendent

2023-2024 Goals

1. **Student Achievement:** To maintain annual graduation rates in excess of 95%, and demonstrate annual district -wide MCA proficiency rates in reading, math, and science that exceeds the State average and area cohort scores.
2. **Positive Environment & Healthy School Culture:** To provide staff, students, and community with a clean and physically appealing facility that promotes safety, security, and inclusion.
3. **Revoke and Replace the Existing Operating Referendum:** Successfully pass the November 7, 2023 Special Election - Operating Referendum that provides an estimated increase of \$350,000 to our district budget and operations.
4. **Fiscal Responsibility:** To maintain an annual positive fund balance of 8% with no deficit spending.
5. **Leadership Development:** Schedule weekly "walk-throughs" and "administrative check-ins" with the new high school leadership team, and provide mentorship, guidance, and resources to fully support a successful transition for these individuals.

SMART Goals

<b>SPECIFIC:</b>	Something specific, how will you know if you hit the target, is it measurable?
<b>MEASURABLE:</b>	How many, how much, number of days, etc...
<b>ACHIEVABLE:</b>	Don't set yourself up for failure, is it practical/ reasonable?
<b>REALISTIC:</b>	Honestly evaluate yourself; do you have the talent, ability and commitment?
<b>TIME FRAME:</b>	Amount of time, deadlines, sense of urgency, motivation level, helps monitor the progress.