

## Long Prairie-Grey Eagle Superintendent Goals

(Sept. 2025 – June 2026) 05/15/2025

MSBA Handbook: <https://mnmsba.org/wp-content/uploads/2022/10/SuptEvalResourceGuide10-2022.pdf>

**GOAL :** Advancement of the strategic initiative and goals outlined in the key priorities. Alignment of school planning and directional focus.

**Focus Standard:** Communication and Community Relationships

- 3.a Relationships with the Community
- 3.b Engagement
- 3.c Informs the Community as a Whole
- 3.d. Advocacy
- 3.e Visibility and Approachability

**FOCUS ELEMENT:** 3.e Visibility and Approachability

Actions undertaken to accomplish Sources of evidence for Element:

1. Appearance at community events and representing the school district positively
2. Networking with government officials in partnership with the board
3. Work with local media to positively promote the school district and promote the objectives of the school board

*Note: Links may need to be copied and pasted to work*

Sources of evidence for Element:

- a. Articles for the paper:  
[https://lpges.enschool.org/apps/pages/index.jsp?uREC\\_ID=1466415&type=u&termREC\\_ID=&pREC\\_ID=1034553](https://lpges.enschool.org/apps/pages/index.jsp?uREC_ID=1466415&type=u&termREC_ID=&pREC_ID=1034553)
- b. Radio Spots:  
[https://lpges.enschool.org/apps/pages/index.jsp?type=u&uREC\\_ID=1466415&pREC\\_ID=1038845](https://lpges.enschool.org/apps/pages/index.jsp?type=u&uREC_ID=1466415&pREC_ID=1038845)
- c. Community Events: July 5<sup>th</sup> of July at Lake Charlotte, River of Life Summer Block Party (13), Culpepper and Merriweather Circus (July 21), Long Prairie Latino Festival (July 26), \$.57 Cone Day and Car Show (July 30), National Night Out (August 5), Concert in the Park (August 12), Annual Church/Family Fun Night (August 19), Trunk or Treat (9/20/2025), Prairie Dusters Fun Show (9/14/2025), 10/25/2025 Long Prairie Chamber Orchestra, Boo Basket Give Away (10/31/2025), Bright Lights Parade and Open Skate (11/28/2025), Craft Fair (11/29/2025), Lion's Club Breakfast (04/11/2026), Salsa Brunch



(04/18/2026), Chamber of Commerce Networking (04/23/2026), Educators of Excellence Banquet (05/06/2026)

- d. Personal Professional Facebook Account:  
<https://www.facebook.com/daniel.ludvigson.14196>
- e. Presenter and Writer: AASA Publication “*Right Person, Right Time*” (Aug 2025), MASBO Fall Conference Nov. 6, MSBA Leadership Conference (Jan 2026), MASBO Winter Conference (Feb 2026), Curious Thought series (MASA Leaders Forum), Everyday Principal podcast (May 03, 2026)
- f. Emails and document conversations with government officials
- g. Community Survey regarding visibility and approachability

**How the Board can support the Superintendent in this area (Board Goals)**

- Suggest community events and also attend them from time to time
- Encourage community members and staff to communicate with the superintendent
- Suggest ideas for articles
- Promote school events positively

**GOAL:** Development of long-range fiscal projections and the maintenance of a healthy fund balance. A healthy fund balance is defined as 20% or more of the operational budget.

**Focus Standard:** School District Finances

- 2.a Budget Development and Maintenance
- 2.b Financial Statements
- 2.c Financial Controls
- 2.d Bond and Levy Campaigns
- 2.e Asset Protection

**FOCUS ELEMENT:** Budget Development and Maintenance

*Actions undertaken to accomplish Sources of evidence for Element:*

1. Prepare ADM (enrollment) projections for the next five years – May board meeting
2. Work with the business manager to prepare fiscal documents for the 25-26 school year to keep the board informed as to the district’s fiscal health – FY 2025 Audit, May Budget projections
3. Successfully complete the 24-25 Audit
4. Look into investment and savings strategies to maximize the use of the district’s fund balance – Solar Grant awarded, CERP grant, recoding Special Education expenses, shifting staff assignments to create additional revenue
5. Make cost containment recommendations based on analysis of budget situation and forecast. – Special Board Meeting May 05, 2026
6. Apply for grants as appropriate: CERP Grant, Innovative Schools Project Grant, Solar Grant, ADSIS grant, currently investigating Professional Development Grant

Sources of evidence for Element:

- a. Budget
- b. Budget Recommendations
- c. Finance Meetings – prior to each board meeting
- d. 24-25 Audit
- e. ADM Projections
- f. School budget documents
- g. Innovative Schools Project Grant

**How the Board can support the Superintendent in this area (Board Goals)**

- Read all budget information shared, participate in budget discussions
- Treat and talk about budget decisions as a superintendent and school board decision
- Ask questions about concerns board members may have
- Collaborate with the superintendent to establish and communicate budget priorities.

**GOAL :** Effectively delegate duties to advance the school district’s Strategic Plan. Align communications, staff development, and evaluation with strategic initiatives.

**Focus Standard:** Human Resources

- 5.a Internal Communications
- 5.b Personnel Concerns
- 5.c Delegation of Duties
- 5.d Visibility and Approachability
- 5.e Hiring and Staff Development
- 5.f. Collective Bargaining
- 5.g Evaluation

**FOCUS ELEMENT:** Delegation of Duties

*Actions undertaken to accomplish Sources of evidence for Element:*

1. Assign tasks to different staff to advance the different strategic priorities of the district
2. Assign goals with staff supervised by the superintendent that advance the district’s strategic priorities. Monitor progress and provide feedback for accountability and growth.
3. Work with negotiations committee to advance contracts in a manner that supports the board’s strategic priorities as well as preserves positive working relationships.
4. Development of a staff development handbook that advances the district towards the board’s long-range strategic priorities with staff training organized around that planning
5. Visible at school events, around the building, and accessible in doing so

Sources of evidence for Element:

1. Strategic Plan: [https://docs.google.com/document/d/1e\\_bMRj-Ed6byJtlmWQrl0aww6BpEZlaa/edit?rtpof=true](https://docs.google.com/document/d/1e_bMRj-Ed6byJtlmWQrl0aww6BpEZlaa/edit?rtpof=true)

2. Professional Development Handbook:  
<https://docs.google.com/document/d/1n429GpPtWBYzY8iPb89pCh8OXecNeyqR/edit>
3. Professional development agendas:
  - a. August:  
<https://docs.google.com/spreadsheets/d/1nGmcZXzCk3sIJlCfDQuzDYOMTRXqmFpsYH7ozfma9I/edit?gid=868870769#gid=868870769>
  - b. Nov. 3:  
<https://docs.google.com/document/d/1E9cHLberJ59FgnuKSubGs98Ju8gnjGRF/edit?usp=sharing&oid=104506904277359635829&rtpof=true&sd=true>
  - c. December:  
[https://docs.google.com/document/d/1hBVdkVKdkxLM7zm43FzgNFw7Gvih-353b\\_i0ZK7WDoQ/edit?tab=t.0](https://docs.google.com/document/d/1hBVdkVKdkxLM7zm43FzgNFw7Gvih-353b_i0ZK7WDoQ/edit?tab=t.0) and  
<https://docs.google.com/document/d/12GFYIA4YqNCcuyDofMa6sLMJBPOryWAZdvq8I79t0tY/edit?tab=t.0>
  - d. Feb:  
<https://docs.google.com/document/d/1R9Rsv2gaKAVUBm8VP2HJHAUB39J3W3J3YRFs6rHTqAM/edit?tab=t.0>
  - e. March:  
[https://docs.google.com/document/d/1lCcPBt\\_wTaNBhRmIGIFyq\\_K\\_Yf78RQ7Dc2jJZUD3yug/edit?tab=t.0](https://docs.google.com/document/d/1lCcPBt_wTaNBhRmIGIFyq_K_Yf78RQ7Dc2jJZUD3yug/edit?tab=t.0)
  - f. April:  
<https://docs.google.com/document/d/1pVBydpwPJyBjHwLvSYHy1O77jSBujKNsijB5SFTx6s/edit?tab=t.0>  
 (Note: Mrs. Cebulla has been running the PD meetings in 2026)
4. Negotiation committee notes and resources developed by the superintendent
  - a. I updated the contract language in all of the contracts and have it reviewed by school legal
  - b. Negotiated with the committee with all groups
5. Staff that are supervised by the superintendent goals and feedback
  - a. Work with ParterEd
6. Present during lunch and/or recess/activity times – staff observations
7. Floating office at HS and walking around the elementary building in the morning: staff observation
8. Giving Thanks Challenge – November, Snow Day Reel (Nov 26), How Many Eggs Challenge (April 05), Teacher Appreciation Cards (week of May 7<sup>th</sup>)
9. School Events: Storybook Theatre (July 11 and 12), Football Carwash (August 16), Volleyball Game (9/9/2025, 9/18/2025, 9/24/2025), Football Game (August 29, September 19), Back Pack Attack (9/25/2025), Tennis (10/01/2025, 09/24/2025, 9/16/2025, 9/9/2025, 9/2/2025, 8/25/2025, 8/19/2025, 8/15/2025), Homecoming Activities (9/23/2025, 9/25/2025, 9/26/2025), Home Soccer Game (10/02/2025), I-Scream for Books (10/21/2025), Tennis Banquet (10/27/2025), National Honor Society Induction – Speaker (10/30/2025), Veteran’s Day Program – both buildings (11/11/2025), Book Fair (11/13/2025), Boys Hockey Scrimmage (11/15/2025), The Little Mermaid performance (11/22/2025), Donkey Basketball (11/22/2025), 6-12 Band

Concert (12/01/2025), Announce for Boys Hockey (12/02 and 04/2025), Elementary Christmas Programs (12/03 and 04/2025), Wolves Wrestling Meet (12/11/2026), Grinch Day (12/16/2026), Basketball Carnival (01/26/2026), One Act Sections 01/31/2026), Mystery Reader (02/18/2026), Girls and Boys Basketball (02/24/2026), Breakfast and Books (02/27/2026), Boys Basketball in Browerville (03/05/2026), Career Day (03/28/2026), Prom (04/18/2026), Spring Play (04/25/2026), 5-8<sup>th</sup> Grade Band Concert (04/27/2026), 9-12 Band Concert (05/05/2026), Color Run (05/08/2026), Baseball and Softball (05/11/2026)

**How the Board can support the Superintendent in this area (Board Goals)**

- Support the superintendent’s decisions
- Bring issues directly to the superintendent to collaboratively problem solve solutions
- Do not bypass the superintendent in the chain of command and involve him in all school governance decisions.
- Communicate concerns regularly with the superintendent
- Provide direction and clear communication on district strategic priorities

**Standards and Elements identified for the 25-26 School Year:**

**STANDARD 3:** Communication and Community Relationships

- 3.a Relationships with the Community
- 3.b Engagement
- 3.c Informs the Community as a Whole
- 3.d. Advocacy

**3.e Visibility and Approachability**

**STANDARD 2:** School District Finances

- 2.a Budget Development and Maintenance**
- 2.b Financial Statements
- 2.c Financial Controls
- 2.d Bond and Levy Campaigns
- 2.e Asset Protection

**STANDARD 5:** Human resources

**Focus Standard:** Delegation of Duties

- 5.a Internal Communications
- 5.b Personnel Concerns
- 5.c Delegation of Duties**
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- 5.f. Collective Bargaining
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### **Timeline for superintendent review process:**

[09/2025] – approve the goals and performance review plan

[11/2025] – provide mid-year report and feedback on progress

[06/2026] – conduct year-end (summative) evaluation

### **Final Reflection**

Over the course of this evaluation cycle, I have maintained a clear focus on advancing the district's strategic priorities, strengthening organizational systems, and aligning resources to support long-term success. This work has been grounded in the principles outlined in a goals- and standards-based evaluation framework, which emphasizes continuous improvement, alignment to district goals, and measurable impact.

### **Communication and Community Relationships (Standard 3) – Highly Effective**

Communication continues to be a core strength of my leadership. This is reflected in consistent engagement with staff, the community, and professional organizations. Feedback from staff and community members indicates a high level of trust in both the clarity and consistency of communication.

I have established and maintained strong relationships across local, regional, and national organizations, including MASA, MSBA, MASBO, and AASA. These relationships have led to opportunities to contribute to the field through writing, presentations, and professional dialogue. Locally, I remain visible and engaged through regular attendance at school and community events, and I am consistently identified as approachable and accessible.

Engagement efforts this year have included strategic planning processes, surveys, and stakeholder conversations. While these efforts have strengthened input and alignment, the next phase of this work will focus on ensuring that feedback is translated more consistently into measurable system-level improvements.

Community communication has been a particular strength. The frequency, clarity, and transparency of communication have resulted in strong community awareness and positive feedback. This aligns with the expectation that effective communication supports both governance and public trust.

Advocacy represents an area for continued development. This year's focus has been primarily internal, strengthening organizational systems and culture. Moving forward, I will expand engagement with legislative and policy-level stakeholders to better position the district in broader educational discussions.

## **School District Finances (Standard 2) - Effective**

The district remains in a strong financial position, as reflected in clean audits and a healthy fund balance. Budget development has been proactive and aligned to both current needs and long-term planning, consistent with the expectations outlined in the evaluation framework.

I have maintained regular communication with the board regarding financial status and the implications of fiscal decisions. While this communication has been consistent and effective, there is an opportunity to further enhance the clarity and accessibility of long-range financial projections.

In the absence of a bond or levy campaign, financial leadership has focused on resource alignment and building support for major projects such as HVAC improvements and infrastructure investments. These efforts demonstrate the ability to communicate the value and impact of strategic investments.

Asset management has improved through targeted efficiencies, including reductions in operational costs and increased use of external funding sources. Moving forward, a more systematic approach to identifying and implementing efficiencies will further strengthen this area.

## **Human Resources and Organizational Leadership (Standard 5) – Effective**

Internal communication systems are strong and continue to support staff understanding, engagement, and trust. Feedback mechanisms, including surveys and committees, provide ongoing input and contribute to organizational alignment.

Personnel matters are addressed with consistency and adherence to established policies and procedures. Decisions are made with attention to fairness, discretion, and long-term organizational impact. There is an opportunity to improve efficiency through more systematic review and refinement of personnel processes.

Delegation represents an area of targeted growth. While leadership responsibilities have been effectively distributed in larger initiatives, there is an opportunity to increase efficiency by delegating smaller operational tasks more consistently. This will allow for greater focus on strategic leadership and system-level work.

Visibility and approachability remain strong. Regular presence in both school and community settings, combined with intentional efforts to create access points for informal communication, has strengthened relationships across the district.

Hiring and staff development processes are solid and aligned to long-term organizational health. The expansion of professional development opportunities, including additional structured days, reflects a commitment to continuous improvement. Future work will focus on increasing the effectiveness and alignment of these systems.

Collective bargaining has been a strength. Contract negotiations have been conducted in a manner that balances fiscal responsibility with maintaining positive relationships. Updated contract language and thoughtful negotiation strategies have positioned the district to support both current operations and long-term goals.

Evaluation practices are effective at the individual level but require greater consistency across the district. Aligning evaluation systems with professional development priorities represents a key opportunity for improvement.

## **Overall Assessment**

The goals established for this evaluation cycle have been met. This is reflected in:

- Positive survey feedback
- Strong financial performance
- Successful contract negotiations
- Progress toward strategic alignment

The district is operating from a position of stability, with systems in place to support continued growth and improvement.

Moving forward, the focus will be on:

- Strengthening system consistency across the organization
- Increasing efficiency in operations and delegation
- Expanding external advocacy efforts
- Translating stakeholder input into measurable outcomes

This work positions the district to continue advancing its strategic priorities while maintaining strong relationships and organizational stability.