

## **Personnel Committee Meeting**

Monday, August 9, 2021 2:00 PM

Tate Hall Conference Room, 615 Olof Hanson Drive, Faribault, MN 55021

1. **Call to Order**
2. **Discuss Annual Goals for Superintendent and MSA**
3. **Review Timeline for Superintendent Evaluation**
4. **Adjourn**



# MINNESOTA STATE ACADEMIES FOR THE DEAF AND THE BLIND

615 Olof Hanson Drive, Faribault MN 55021 (507) 384-6600 [www.msa.state.mn.us](http://www.msa.state.mn.us)

## Proposed Superintendent/District Goals for 2021-2022

**MSA Vision:** MSA empowers every student to achieve, care, and thrive in an ever-changing world.

**MSA Mission:** MSA provides a rigorous, student-centered educational program in a fully accessible, language-rich environment to maximize each student's full potential. Additionally, MSA provides statewide resources and professional expertise to parents, families, partners, and educational programs in Minnesota.

### Superintendent/District Performance Goals and Standards

**Goal #1: (Continued from 2020-2021) Plan for, engage in, and adopt an understanding of cultural competency to respect and integrate the diverse ethnic, tribal, gender, and economic backgrounds of all staff and students.**

Goal #1: Increase Cultural Competency (Standard #8, Ethical and Inclusive Leadership)

- Performance Measure 1:
- Performance Measure 2:
- Performance Measure 3:

Goal #1 Standard #8e - Cultural Competency Evaluation

- **Highly Effective (4)** - Engages stakeholders to develop a school-wide welcoming culture that honors the values, beliefs, norms, and traditions of diverse groups and integrates diverse representation into school decision making.
- **Effective (3)** - Develops strategies to help staff capitalize on assets that students from diverse cultural, ethnic, racial, and economic backgrounds bring to the classroom.
- **Developing (2)** - Ensures that staff has necessary cultural competence to respond to students' needs.
- **Ineffective (1)** - Does not use strategies that recognize and capitalize on MSA community's diversity.
- **N/A**

**Goal #2: Provide leadership and oversight to enhance workplace respect and improve school climate for staff members**

Goal #2:

- Performance Measure 1:
- Performance Measure 2:
- Performance Measure 3:

Goal #2 Standard

- **Highly Effective (4) -.**
- **Effective (3) -.**
- **Developing (2) -.**
- **Ineffective (1) -.**
- **N/A**

**Goal #3: Provide leadership and oversight to support Strategic Plan Committees' efforts to increase enrollment.**

Goal #2:

- Performance Measure 1:
- Performance Measure 2:
- Performance Measure 3:

Goal #2 Standard

- **Highly Effective (4) -.**
- **Effective (3) -.**
- **Developing (2) -.**
- **Ineffective (1) -.**
- **N/A**