

**WESTSIDE COMMUNITY SCHOOLS**  
**Superintendent Goals and Priorities for 2025-2026**

**Top Goal Priorities per Category**

**Financial Leadership:** Communicate proactively and effectively with BOE, staff, and stakeholders about our budget priorities, challenges, and outlook

- Continue to gain budget clarity, identify instructional/program priorities, update and fine-tune multi-year plans, and create and follow our already-established capital maintenance program while adjusting as necessary each fall and spring
- Continue to communicate the board philosophy regarding our annual tax request, total revenue, and total disbursement analysis as established in 2019

**Communication:** Engage the staff and community in multiple ways as we work on the fine tuning of our proposed 2026-2031 Strategic Plan

**Personal Growth:** Will be professional and purposeful in all interactions while being cognizant of risk factors

**Facilities Leadership:** Lead Phase II projects through partnership with Project Advocates to ensure each project is done on time and on budget as promised to our community

**WE-SIDE:** Continue to work towards a culture of “belonging for all”

**Visionary Planning:** Continue “Year 4 work” through our 2021-2026 Strategic Plan and work towards measurable success in all areas

**Culture Enhancement:** Further implement the organizational mindset that we want to be known for EXCELLENCE in all we do.

**Legislative Statewide Leadership:** Continue to set and communicate Legislative priorities, protocols, and strategies for the upcoming legislative session and beyond with Board of Education and lobbyist

**Following are proposed goals I am directly responsible for with my personal actions**

**FINANCIAL LEADERSHIP**

- *Communicate proactively and effectively with BOE, staff, and stakeholders about our budget priorities, challenges, and outlook.*
  - *Continue to gain budget clarity, identify instructional/program priorities, update and fine-tune multi-year plans, and create and follow our already-established capital maintenance program while adjusting as necessary each fall and spring*
  - *Continue to communicate the board philosophy regarding our annual tax request, total revenue, and total disbursement analysis as established in 2019*
- Continue efforts towards increasing salary/benefit structure AND internal understanding of what we offer.
  - Recruiting and retaining high-quality staff remains a top priority

- Update our metro comparison salary and wage study for all employee groups to help with compensation proposals for 2026-2027 and beyond.
- Co-create and help oversee a day-to-day line-item budget that is easy to understand/explain.
  - Ensure we receive more money than we spend
- Increase efforts to plan for “worst case scenarios” as they pertain to losses in revenue and our overall outlook for fiscal years 2026-27, 2027-28, and 2028-29

## **COMMUNICATION/PUBLIC RELATIONS/COMMUNITY ENGAGEMENT**

- *Engage the staff and community in multiple ways as we work on the fine tuning of our proposed 2026-2031 Strategic Plan.*
- Continue to collaborate with our Director of Communications & Engagement as we work to become more efficient with internal and external communications, while engaging more parents and community members.
- Continue to grow our newly formed “Golden W” initiative.
- Communicate at a high level with school staff.
- Be a visible and approachable presence in all school district facilities on a regular basis, to include classroom walk-throughs.
- Be a visible and engaged supporter at numerous school activities and events from clubs to performing arts, activities, athletics, and as many functions as possible.
- Continue to utilize and expand already developed student, staff, stakeholder, and retiree advisory committees.
- Utilize social media to positively promote our school district.
- Continue to provide 2+ opportunities a year for statewide leaders and decision makers to visit District 66 to see our students and staff in action.

## **PERSONAL GROWTH**

- *Will be professional and purposeful in all interactions while being cognizant of risk factors.*
- Will continue to be receptive to ongoing feedback.
- Work to better prioritize my health and overall well-being.

## **FACILITIES LEADERSHIP**

- *Lead Phase II projects through partnership with Project Advocates to ensure each project is done on time and on budget as promised to our community.*
- Fine tune and follow our already established facility upkeep plans with prioritized projects, funding sources, and strategic value.
- Work to add more school safety measures throughout the district with more interior/exterior cameras on all campuses, more secured entry points at WMS and WHS, and applicable enhancements that come up through our school safety audits.
- Further enhance our capabilities with Zero Eyes.
- Work together with our new Director of Safety & Security to implement facility improvements that further help make each campus and building more safe and secure.

## **WE-SIDE**

- *Continue to work towards a culture of “belonging for all”.*
- Help to expand offerings, events, and community forums that highlight the diversity we are proud to serve.

## VISIONARY PLANNING

- *Continue “Year 5 work” through our 2021-2026 Strategic Plan and work towards measurable success in all areas.*
- Continue to identify common priorities and projects the school district and Foundation can work on together that both sides are supportive of and excited about.
- Host our newly formed “Modular Schedule Consortium” on November 3 and 4, 2025, and see if we can grow this into a high performing collaborative effort that benefits teachers, counselors, administrators, and board members with like-minded schools from Wisconsin, South Carolina, and Texas.
- Work towards the development of a long-term, sustainable strategy for levy override and bond issuances.
- Intensify work on administrative team succession possibilities as we plan for 2030 and beyond.
- Help ensure that Westside Community Schools becomes a statewide leader in the ethical, efficient, and educational use of Artificial Intelligence.
- Develop a better *resident student enrollment projection method* with use of updated census and community outreach strategies.

## CULTURE ENHANCEMENT

- *Further implement the organizational mindset that we want to be known for EXCELLENCE in all we do.*
- Utilize our All-Admin Team Culture Game Plan that was created in 2022 to further drive work throughout our buildings and district as a whole.
- For all employees, students, and patrons, be a role model that exhibits honesty, enthusiasm, pride, a strong work ethic, and high expectations for self/others.
- Emphasize “Westside Pride” and continue work to enhance our culture of pride, high expectations, innovation, community, teamwork, and excellence in everything we do.
- Celebrate our many successes while constantly working to get even better.
- Continue to help instill lots of communication, responsiveness, and follow-through with a results-based mindset throughout the entire school district at all levels.
- Heavily stress the importance of “servant leadership” throughout our school district.
- Utilize our 2025-2026 district theme of “Win The Day” with an emphasis on a district culture that believes in the importance of the little routine things that, when done well, can help lead to huge accomplishments.

## LEGISLATIVE/STATEWIDE LEADERSHIP

- *Continue to set and communicate Legislative priorities, protocols, and strategies for the upcoming legislative session and beyond with the Board of Education and lobbyist.*
- Continue to reach out and invite elected officials to see our programs and buildings in action to further build relationships and communication, and work together for the betterment of our students.

**Aside from overseeing day-to-day operations, I will also help manage, delegate, and follow through with the following goals listed below by category:**

## INSTRUCTIONAL LEADERSHIP

- Help with EY program analysis and work to make enhancements as necessary.
- Implement some set measurable academic outcomes into our 2026-2031 Strategic Plan.

- Assist with implementation and follow-through of a newly revamped *instructional model* as we work on clarity and measurability towards an attitude of increased and sustained academic excellence.
- Further analyze existing academic programming to see where we can improve, expand, and deepen our commitment to excellence in all we do.
- Increase the percentage of students performing at/above state and national averages on local, state, and federal assessments.
  - Help increase percentage of 3<sup>rd</sup>-8<sup>th</sup> grade students reaching proficiency on NSCAS
  - Help improve ACT prep and performance
- Assist with expanding career education and work certification opportunities.
  - Avenue Scholars, Metro Community College partnerships, Intern Omaha, etc.
- Continue to assist building leadership as we address student behavioral expectations, communication of those expectations, and consistency of student discipline throughout the district through reinforcement, rewards, and consequences.
- Increase dual credit and AP programming when/where applicable.
- Identify SPED programming needs dealing with tiered interventions and behaviors.
- Continue to expand upon “*Summer Learning Academies*” for students on a wide variety of topics, to include “*Circle of Friends*” offerings each June and July.
- Continue to expand our partnership with One World, as they can help better support our students and families in need.
- Continue to expand our partnership with Munroe-Meyer Institute to better support students with special needs.
- Continue to fine tune and create more Special Olympics and Unified Sports activity opportunities for students in need.
- Continue to pursue unique academic opportunities for students over the summer to include satellite university camps, college exposure programming, etc.

## **FACILITIES LEADERSHIP**

- Continue to ensure better connectivity and infrastructure throughout the district to maximize the tremendous technology we are lucky to be able to use for teaching and learning.
- Continue to review current facilities format to analyze used, unused, and under-used facilities as we look for potential reduction and consolidation of space across the district.
- Ensure that all buildings and their grounds are safe, well-kept, and representative of District 66’s high expectations.
- Plan for continued long-term facility solutions at our West Campus/Swing School/Community Center facility so that campus can provide our district maximum flexibility for years to come.
- Help ensure our grounds look more presentable at all times....grass, weeds, etc.

## **WE-SIDE**

- Continue to help provide meaningful professional development opportunities for staff with the objective of “belonging for all”.
- Assist all school buildings as they host various activities, speakers, and assemblies to reach “No Place for Hate” distinction from the ADL.
- Further engage students, staff, and parents/community as we work to be an organization that leads the way in acceptance and “belonging for all”.
- Help form WE-SIDE student panel(s) to provide updates to staff, parents, and community from their perspectives.
- Continue to grow and improve our annual Multicultural Fair