

**Barron School District's
Superintendent Entry Plan Proposal** by Diane Tremblay



Priorities of the entry plan

- Systematic monitoring of student achievement and growth for all students.
- Championing authentic learning for all students.
- Building collaborative and high-performing academic and administrative teams.
- Empowering teachers and continuously improving macro and microclimates.
- Engaging our community and stimulating stakeholder accountability.
- Aligning finance to short and long range strategic plans.
- Promoting Barron through a variety of avenues.
- Foster effective district governance with positive and transparent board/superintendent relations.

Purpose of the entry plan

- Provide for a successful seamless transition into the district family.
- Help develop a deep understanding of the district's core values and culture.
- Ensure that human resource and all system processes are in place to support smooth and effective school operations.
- Identify the strengths and critical issues facing the school district and community and develop action plans to address challenges.
- Provide opportunities for members of the community to come to know and understand the Superintendent as a person, in terms of values, beliefs and leadership style.
- Build trusting, collaborative relationships with key stakeholders. Ensure efficient, effective, honest and open communication.

Three Phases

Phase I: Pre-entry June 2017

4 scheduled shadow days

- Introductions to crisis management plan, building projects timeline, human resource and financial planning.
Engage in principal/administrative assistant interviews.
- General shadow day, data review and preparing for June Board meeting.
- General shadow day, data review and scheduled on June Board Meeting.
- General shadow day, and data review, including a meet and greet for staff and community.

Phase II: July-December 2017

July Board Meeting

- Report from data review to board

- Propose short and long term goal planning process

Meetings and Interviews

The Superintendent will continue to conduct a series of meetings and key informational interviews to hear from students, staff, parents, and members of the community, policymakers, and other stakeholders.

During these meetings and interviews, the Superintendent will listen for information from stakeholders about:

- ✓ What should we know about you and/or the group you belong to?
- ✓ What is working well and should be sustained?
- ✓ What needs attention and improvement?
- ✓ How can the district best serve you or your group's educational interests?
- ✓ What can you or your group do to help advance the district?

Media Relations

The Superintendent will contact local media to set up dialogue sessions to strengthen relationships between the district and media. Additional opportunities to strengthen internal and external communication will be discussed with stakeholders for implementation through strategic plan objectives.

School Board Relations

The Superintendent will meet individually with each School Board member to develop a strong working relationship. I will also meet with the School Board in a retreat format in July, for the purposes of School Board enhancement and professional development, Superintendent goal setting, Superintendent evaluation, and process/communication protocols.

Additional meetings and informational interviews will include, but are not limited to the following:

Educational Stakeholders:

Students

Student representatives: formal and informal interviews on-site at schools and at student extra-curricular sites, as identified.

Parents

Booster Club leaders, parent advisory groups and informal interviews at school functions.

Staff

Principals, leadership teacher teams, new teachers, all other certificated staff and support staff.

Educational Partners

Local youth programs

WITC

Networking with Community Stakeholders: (need suggestions from the Board)

Local Government

Mayor

Judge

Police Department

Business

Local chambers of commerce regional businesses, including farming and agriculture community.

Nonprofit and Local Partners

Religious leaders

Community Arts and Music foundations

Phase III:

January-April 2018

Development of Summary Report and review goal planning processes continued...

Summary Report: The entry plan culminates with the development and presentation of a summary report in December 2017 board meeting, outlining the superintendent's findings, observations, and next steps.

The summary report will be published online for all.

Short and Long term Goal Planning Process Updates: The summary report and findings will serve as another resource to help inform the school board as strategic plan objectives and tasks are developed for the 2017-18 school year through 2030.

