



Superintendent's Entry Plan

PURPOSE

The purpose of this entry plan is to define a process for my transition to the superintendent position in the Montello School District. This document outlines specific goals and strategies to provide myself the opportunity to learn even more about the district. Essentially, the entry plan process will explore what things Montello School District is doing well and what areas our district can improve upon. My entry work is designed to accelerate my leadership effectiveness by:

- **Building trust** with all stakeholders
- **Understanding strengths and areas of growth** in MSD (Montello School District) to develop an improvement strategy to become a school district "Meeting Expectations" on Wisconsin State School Report Card while building on **existing momentum**
- Developing and maintain an **effective relationship with the school board**

The mission of the Montello School District, an evolving educational community, is to inspire students and their families to be lifelong learners. The community will provide our student with the tools to fulfill their unique potential in a safe and positive environment in a fiscally responsible manner.

I will accomplish these goals using the "**Listen, Learn, and Lead**" approach.

Listen: I will listen to all stakeholders to develop a more thorough understanding of our district, especially in regards to the goals outlined above.

Learn: I will learn about the stakeholder's aspirations for our children and the educational future we want to build together. I will engage in authentic dialogue that promotes an honest, open, and respectful conversation about the direction in which our school district should move forward. I will synthesize the multiple perspectives I hear about the strengths, challenges, and opportunities we face.

Lead: Following the first two steps of this approach, the learning gleaned from this process will be used to influence an action plan.

Listen:

1. Tell me about yourself. Why is the success of Montello schools important to you?
2. What are the strengths of our school system? What are the most notable recent achievements?
3. From your perspective, what do you see as the one or two key issues or challenges facing our school system?
4. What are the recent important events (positive or negative) that have impacted our system? What important lessons can we learn from these experiences?
5. Are we headed in the right direction as a school system, and are we pursuing it in the right way? Why do you feel this way?
6. What is our school system's core strength? What is the one thing that needs to be preserved at all costs?