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Midland CSD Superintendent Entry Plan

#BeAnEagle

June 2021-Ongoing

Introductory Statement:

The educator that I am today is not the same one I was when I first started teaching. I am not the same as I was a year ago, a month ago, or even a day ago. I strive to ensure that I am a better educator than I was the day before and do whatever it takes to accomplish this. Many things in life have instilled this ideal in my head including a quote from another, better known leader, which helps guide the way that I live. Abraham Lincoln once said, "Whatever you are... Be a good one." I love this quote because it is so applicable to all facets of life, and especially in schools, but I'd take it a step farther.

I rather use the quote, "Whatever you are... Be a Great One." Greatness is not something that comes easy, but to have that mindset and to exert yourself to accomplish greatness takes you farther in all you do. In the book Good to Great, Jim Collins states:

"Good is the enemy of great. And that is one of the key reasons why we have so little that becomes great...Few people attain great lives, in large part because it is just so easy to settle for a good life."

Because of this, I strive to be great at whatever I do. I want to be a great father, husband, son, brother, instructional leader, friend, colleague, and so on, and do not want to settle or be complacent with good. I want the same for my staff, students, and community. Settling for good scores and being a good school may be easier to do, but that only teach our students to settle. Jim Collins also says:

"When (what you are deeply passionate about, what you can be best in the world at, and what drives your economic engine) come together, not only does you work move toward greatness, but so does your life."

I entered the field of education to help teach, nurture, and guide the young minds of our future towards greatness so that they in-turn have great and successful lives in the many facets that they will enter in to.

To take this mindset and make it real and attainable for all stakeholders, I have established an entry plan with goals to be my guide and compass in the trek to becoming a great leader and leading a great school.

Entry Plan Goals:

1. Building relationships that foster a great district and community through a culture of collaboration and trust
2. Establish a system for clear communication with all stakeholders
3. Develop an understanding of the many and varied experiences, beliefs, and perceptions regarding the strengths, challenges, goals, and expectations of our staff and school.
4. To clarify the priorities of our school that emerge through the process to establish a culture of greatness that never deviates from doing what is best for kids.
5. Plan and implement managerial duties of the position to ensure a smooth transition and success.



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Start with The Purpose:

With each goal we will begin with the purpose or our desired state for the goal. This will allow us to then reverse engineer the process of how we can get there. To develop this process, we can utilize the bone diagram process derived from the fishbone organizer.

Current State: Essential Characteristics of the organization right now in relation to the specific goal.	Driving Forces: Existing circumstances supporting the movement toward the desired state.	Preventing Forces: Existing circumstances preventing movement toward the desired state.	Desired State: The collective vision for the shared future of our district and community. Our Purpose
	Strengths and Opportunities: Strengths are the internal, positive attributes of the district and community. Opportunities are the external factors that might contribute to long lasting success of the district and community.	Weaknesses and Threats: Weaknesses are internal, negative attributes of the district and community. Threats are external factors that you have no control over yet must be accounted for in moving the organization forward.	

Goal #1: Building Relationships that help foster a great school through a culture of collaboration and trust.	
Actions for Accomplishing Objective	Timeline
Meet with each School Board member and all administrative team members about their desires for this position and what their needs and expectations are of me in how I can best support them and their goals Also, about current building needs and climate.	July
Develop plan to assist in interview process for new hires (if needed)	Current-Ongoing
Send introductory letter to all staff and school community with entry plan attached.	July
Start Learning Initiative with Staff- <ul style="list-style-type: none"> Begin learning about ourselves to learn about each other utilizing Strengths Finder. 	Aug.- Ongoing
Meet with curriculum leads, TLC position personnel, grade level teachers, At-Risk staff, and Guidance Counselors Individually	Aug.
Send out Questionnaire , Networking Audit , and Climate Surveys – Copy of Survey Here	July
Develop networking map of hubs of teachers to turn to for various needs.	July
Develop Culture building action plan with admin team and key stakeholders.	July-October
Schedule meetings with every staff member for 5-10 min.	July-October
Meet with student panels from each grade.	Aug. - October
Get to know staff, roles of staff, and district – Develop Key Responsibility Areas	Aug.



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Develop plan for admin meetings that include progress updates, analysis of themes in the data, and clarification of our district's action plan.	Aug.
Attend and Participate in PBIS, SPED, and PLC meetings	Aug.- Ongoing
Daily classroom visits with the goal to be in every classroom weekly	Aug.- Ongoing
Engage students and families by sponsoring monthly events for students and parents (recruit HS students to help with child-care while parents meet with staff to have time of learning) and then have family event like a movie or game night to follow.	Aug.- Ongoing
Breakfast with Bonjour – Once a month for parents and community members in the morning	Aug. - Ongoing
Reach out to the University of Dubuque, Loras, Clarke University, and other area colleges to discuss possibilities of getting their students as many experiences as possible	Aug.- Ongoing
Reach out to local organizations to seek partnerships and to get to know Communities (example- Banks for Kickboard or PBIS Rewards App)	July-Ongoing

Goal #2: Establish a system for clear communication with all stakeholders

Actions for Accomplishing Objective	Timeline
Send out staff survey on communication tools to see what is most utilized	Aug..
Send out Parent survey on communication tools to see what is most utilized (Remind, Twitter, Facebook, Email, etc.)	Aug.
Develop quarterly board check point survey – Link to Survey	July
Organize a daily district announcement with pertinent information to be displayed on District Twitter, Facebook, and Instagram.	Aug.-Ongoing
Establish Weekly Update to Board and send out on TBD day of the week – Google Doc	July. - Ongoing
Establish Weekly video of students and showcase what they are doing- Play weekly at end of the day on Friday's and posted online.	Aug.-Ongoing
Be visible within the school- No Office Day once a month	Aug. - Ongoing
Plan schedule of flash lessons- teach lessons for staff members!	Aug.- Ongoing
Create Google Calendar and share with staff and board. -Also share youcanbookme.com link for stakeholders to book meetings during open times.	July. - Ongoing
Schedule "student for a day" opportunities to follow individual students around from each grade level to help staff provide feedback to each other on engagement.	Aug.-Ongoing
Participate in PLC Team meetings	Aug. - Ongoing

Goal #3: Develop an understanding of the many and varied experiences, beliefs, and perceptions regarding strengths, challenges, goals, and expectations of our staff and school.

Actions for Accomplishing Objective	Timeline
Meet with community members and district stakeholders to better understand the expectations and needs. <ul style="list-style-type: none"> ▪ Ask the following questions: <ul style="list-style-type: none"> ○ What actions do you perceive the district has taken to live our mission, and achieve our vision and goals? ○ What actions do you perceive the district has taken that stand in contrast to our mission, and achieving our vision and goals? ○ What, as a district stakeholder, do you believe is essential the district continue to do? ○ What, as a stakeholder, do you believe the district should stop doing? 	July-September



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Look at student data from past 5-7 years and determine themes	June.-September
Meet with a focus group of recent graduates during fall or winter break and ask the following questions: <ul style="list-style-type: none"> ▪ How well prepared were you for what you have done since graduation? ▪ What did the district do that helped you prepare you? ▪ Where do you feel that you were under prepared and how could the district assist in ensuring others are more prepared? ▪ What can the district do or offer to help future graduates be prepared for what they decide to do after graduation? 	October- December
Work with staff to develop their elevator speech (30 second pitch about what they/our school/district does)	Aug.- Ongoing
Establish school values that will guide expectations- Align with District Student Learning Goals in student friendly terms	August
Investigate School Improvement Plan	July
Work with admin team to define expectations for improvement	Aug. - Ongoing
Develop team to work with elementary school, middle school, and high school staff to ensure vertical alignment with curriculum and strategies.	Aug. - Ongoing
Meet with staff members to discuss how they are using PLC's and PLN's. Then devise plan so that all certified staff are meeting in PLC's	When Appropriate

Goal #4: To Clarify the priorities of our school that emerge through the process to establish a culture of greatness that never deviates from doing what is best for kids.	
Actions for Accomplishing Objective	Timeline
Provide a Clean and Inviting facility to staff, students, and all other stakeholders.	Aug. - Ongoing
Have students create a walls that celebrates student's success	Sept. - Ongoing
Develop a district leadership team to utilize the information and data collected through the multiple interviews and surveying to develop a comprehensive systems based approach to improving our academic areas, social emotional and behavioral health services and interventions, and district climate.	Sept. - Ongoing

Goal #5: Plan and implement managerial duties of the position to ensure a smooth transition and success.	
Actions for Accomplishing Objective	Timeline
Work with Board and ADMIN team to go through staff and student handbooks.	June-Aug.
Work with staff to establish PLC Team Meeting Dates and Admin meeting dates and times as well as board member check in times.	Current-Ongoing
Work with ADMIN team to determine PD needs and plan dates and times.	Current-Ongoing
Attend Professional Development for building needs	July-Ongoing
Develop Staff Evaluation Schedule	July-Ongoing
Establish daily/weekly routine while seeking continual feedback for what I can do to improve and be more effective.	July-Ongoing
Work with mentor and mentoring service to develop a personal improvement plan.	June- Ongoing

"The greatest leader is not necessarily the one who does the greatest things. He is the one that gets the people to do the greatest things." - Ronald Reagan