



SUPERINTENDENT ENTRY PLAN

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The First 100 Days

It is our mission in *Thomasville City Schools* to partner with parents, community and staff members to nurture and prepare students for success in the 21st Century. Educating the whole child and providing them with the tools needed for success in life is paramount. Expectations for a positive learning environment along with rigor, relevance, and relationship building will ensure success for all students.

We believe in and nurture the whole child through academic, social, emotional, nutritional, and physical development which honors diversity, promotes high expectations, and celebrates individual and collaborative achievement and growth.

We believe parents and community are critical components to the success of our students, staff and schools; forming partnerships and fostering understanding and engagement with these stakeholders is a priority.

We believe in the essential role faculty and staff play in achieving our mission and respect their diversity while working to support and develop the adult capacity necessary to impact our students' success.

We believe that all students and staff will incorporate innovative 21st Century technology in the learning process.

Goals

- *Establish a positive Superintendent-Board relationship*
- *Establish positive working relationships with administrators, teachers and support staff*
- *Establish a positive presence in the community*
- *Assess the strengths and weaknesses of all academic programs*
- *Assess the current financial situation*
- *Assess operational efficiencies and alignment*
- *Assess organizational structure and human resource needs at the district and school level*

Pre Entry

- Meet with the Board Chair and Vice Chair to review a draft of the Superintendent’s Entry and Plan and seek feedback
- Meet with senior staff to begin to review data and school system information that will assist in building strategic initiatives
- Meet with principals to begin to review data and school information that will assist in planning and development (NCStar)
- Establish and meet with key advisory groups to seek input on needs and priorities
 - Parent Advisory Council
 - Student Advisory Council
 - Teacher Advisory Council
 - Community Advisory Council
 - Classified Employee Council
 - Faith in Action
 - Business Council (w/ CTE)

<i>Complete</i>	<i>In Progress</i>

Listening & Learning

Engage in a series of listening and learning activities:

- School and facility visits and assessments
- Individual meetings with key stakeholder groups
- Visit government, civic, and faith-based groups
- Review internal and external documents for analysis and planning

<i>Complete</i>	<i>In Progress</i>

Planning

- Senior staff and administrators will analyze the individual and group meeting data to identify trends and themes from stakeholders.
- The trends and themes will be prioritized and identified as strengths and opportunities for district improvement.
- Identified priorities will be the focus of school and district improvement planning aligned with NCStar indicator

<i>Complete</i>	<i>In Progress</i>

Leading

- Report Findings and include recommendations for improvement to the Board of Education
- Create long and short term goals for the district by revising and re-aligning the current strategic plan (2017-2020)
- Implement strategies to increase student achievement and operational efficiency

<i>Complete</i>	<i>In Progress</i>

Strategic Goal 2 –Schools will be Led by 21st Century Professionals

- ALL schools and the district office will be staffed by a team of highly-qualified teachers, staff and administrators
- Teacher and Faculty/Staff turnover rates will be reduced
- Core Beliefs of Staff
- Professional Learning Communities driving instruction
- On-going assessment/evaluation of Professional Development
- In-depth understanding of instructional data/ data disaggregation
- Continual growth of principals as instructional leaders
- Revitalization of retention and recruitments efforts

<i>Complete</i>	<i>In Progress</i>



Protocols:

- TCS District Calendar of Scheduled District and School-level Meetings and Events
- Weekly Update each Friday sent via TCS email (week prior to teacher return – week after teachers leave)
- Bi-weekly TCS Electronic Newsletter (during in-school session)
- TCS District Webpage and Individual School Webpages
- Reminders and updates via TCS phone text and TCS email
- “Heads Up” via TCS phone text and TCS email
- Sensitive information – personal phone call to board chair who may choose to disseminate or personal call to each board member (TCS Phone)
- Superintendent’s report at briefing and BoE meeting (including contracts and purchasing per BoE policy)
- Online subscription: BoE Agendas and Minutes
- Annual Stakeholder survey results and Strategic Plan updates
- Inclusion in “all staff” emails and Swift K-12 Calls
- Quarterly Data information
 - Student Performance
 - Attendance
 - 2-2-1 Meetings

School and District Chain of Command

“The board individually and collectively shall refer all criticisms, complaints, and suggestions called to its attention to the Superintendent for study and recommendation and shall refrain from individual interference with the administration of school policies except through Board action.”