



Superintendent's Entry and Learning Plan
Dr. Chris Kennedy, Superintendent of Schools
2022-2023

What is an Entry and Learning Plan?

The Superintendent's Entry and Learning Plan outlines goals and activities to be completed during the first few months in office. The plan will allow the Superintendent the opportunity to establish relationships with internal and external stakeholders while gaining a deeper understanding of the strengths and challenges facing Thomasville City Schools.

Purpose of the Entry and Learning Plan

The plan is designed to manage the initial transitional time when a Superintendent is transitioning into the new role. The plan also creates the space for the new Superintendent to look at the district in a systematic manner. The plan includes processes to:

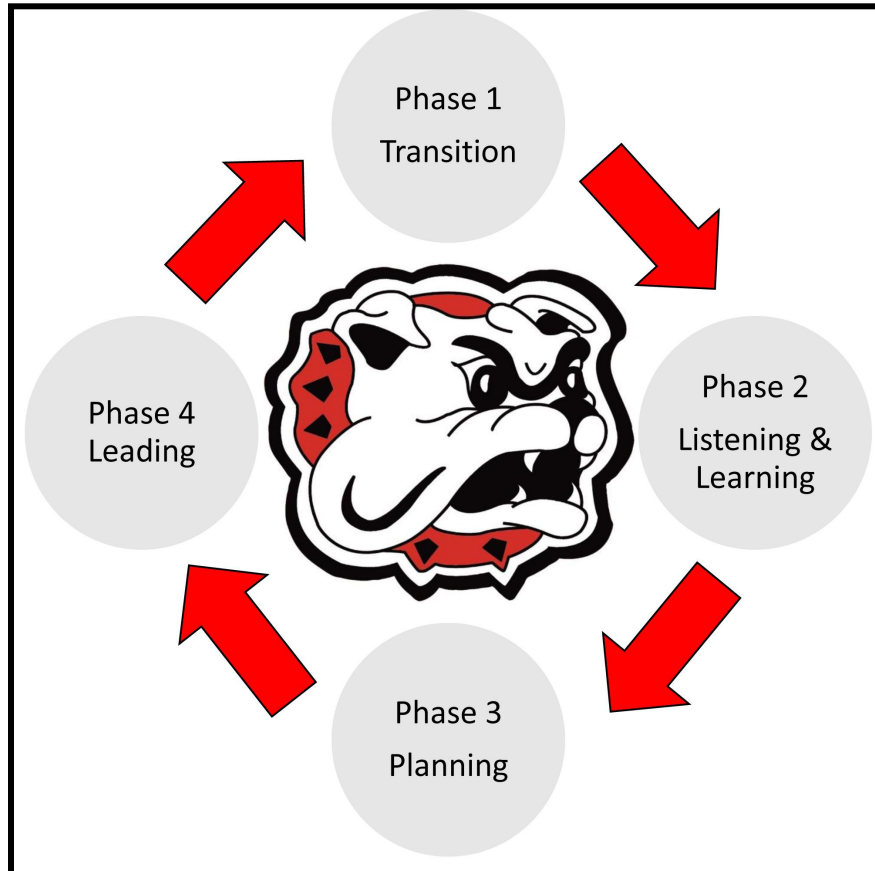
- Ensure a smooth transition of leadership
 - Grow relationships within the school district and with its people
 - Develop and understanding of the culture, climate, traditions, people, and past practices
 - Gain an understanding of key issues, strengths and needs of the school system
 - Review the quality work that is being done and continue with district initiatives
 - Learn from the quality practices that are currently in place
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Goal of the Entry and Learning Plan

The plan includes a series of meetings and listening sessions along with a process of research and exploration for the Superintendent to:

- Establish a positive Board-Superintendent relationship
- Establish positive working relationships with administrators, teachers and staff
- Establish a positive presence in the community
- Review the strengths and weaknesses of programming
- Review the current financial situation
- Review operational efficiencies and alignment

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Phase 1: Transition

Activity	In Process	Complete
Collaborate with outgoing Superintendent on transition plans		X
Meet individually with Senior Staff and Directors		X
Meet individually with Principals		X
Meet individually and collectively with Board members	X	
Plan and lead Summer Leadership Retreat		X
Develop areas of District Focus for 2022-23		X
Plan and lead Year-Opening Convocation		X



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Phase 2: Listening and Learning

Activity	In Process	Complete
Meet with City Manager and County Manager		X
Meet with key elected officials	X	
Meet with community stakeholders	X	
Meet with CIS director and team		X
Develop relationships with other local education leaders (DCS, LCS, DDCC)		X
Meet with Teacher Advisory Council	X	
Meet with Classified Advisory Council	X	
Meet with Parent Advisory Council	X	
Meet with CTE Business Advisory Council	X	
Visit Civic Organizations	X	
Faith-based Group Visits	X	
Conduct regular informal walkthroughs and classroom visits at schools	X	
Review internal and external documents for analysis and planning	X	
Conduct Kitchen Table Conversations with parents and stakeholders	X	



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Phase 3: Planning

Activity	In Process	Complete
Senior Staff, Directors, and Administrators will analyze individual and group meeting data to identify themes and trends	X	
Trends and themes will be prioritized and identified as strengths or areas of growth opportunity	X	
Identified priorities will be the focus on school and district improvement planning	X	
Development of the district improvement plan using the NCStar platform	X	
Review mission and vision statements for possible revision	X	

Phase 4: Leading

Activity	In Process	Complete
Create/implement unified district communication plan	X	
Provide ongoing leadership development to current administrators	X	
Review and update District Strategic Plan as appropriate	X	
Implement strategies to increase student achievement and operational efficiency	X	
Create short-term and long-term goals for a post-pandemic plan for learning	X	



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The Entry Roadmap:

