
SUPERINTENDENT TRANSITION PLAN 2020-2021

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GOAL

Develop a deep understanding of what we are doing well, in what areas we can grow, and how the community (internal and external) can advise and support in both of these areas. To meet this important goal, I plan to “hit the ground learning, rather than running”; I will seek clarity and focus to understand district challenges before attempting to resolve them.

BEGIN AT THE BEGINNING

This is an exciting time for our district. This transition plan outlines how we can work together to help our students and staff succeed. The Mount Vernon School District is a vital part of the Mount Vernon community. Working as a team, we can bring the hopes and dreams, ideas, and aspirations of our students to fruition.

You can count on me to be deliberate in my interactions. I am open to your ideas and want to hear your compliments, comments, and concerns. Together we can share this information with staff, administrators, the school board, and community to help us reach new heights.

First steps:

- Study, learn, and understand all school board policies and procedures. Of particular focus are the new policies, including those related to Racial Equity and Social Justice.
- Review the school board strategic plan and formulate an understanding of where it started, where it has taken us, and where we should be going from this point.
- Who are our partners? Meet them. Find out how we can help them and what we can do together to improve outreach and student supports.
- Work closely with the construction teams to ensure we deliver on our 2016 bond promise for facility improvements.
- Ensure a successful and smooth start to the 2020-2021 school year. Students will be facing a transition from the stay at home model to a more traditional classroom program. We need to help them with social emotional adjustment and provide supports needed to ensure they start with a positive step.

INTRODUCTION

Just who am I? Students, families, staff, and the community need the opportunity to get to know me. Building trust can take time, but trust is essential for the success of our students and district. We have a solid foundation. Now let's take that foundation and build on it to reach our goal of 100% graduation and give our students the support needed for their success.

Opportunities will abound to meet:

- Students
- Families
- Staff
- Partners
- Community Organizations

LISTEN TO UNDERSTAND



My role for the first few months is to listen and learn. By capturing feedback, perceptions, and critical information, it can be used to create a picture of current and past realities.

This might include:

- Active conversations: one-to-one or small group settings with school board members, district and building leadership, professional and support staff, parents, students, community partners and stakeholders.
- Participation in community and school activities.
- Being visible in the schools. Visit classrooms to establish positive relationships. Make personal connections with all our support teams including those in transportation, grounds, maintenance, food service, business, personnel, technology, etc.

EVALUATE, MAKE SENSE, & UNDERSTAND THE INPUT

Now that we have listened, we need to take the findings from the many interactions, combine with the district's data, and create our current realities. From there we can enhance the district goal and key strategies. We must build consensus and open our minds to new thinking and ways to approach old challenges:

- Facilitate an internal review with district administration and the school board of current realities and perceptions, insights, processes, and data gathered from the Introduction and Listening phases of the transition plan.
- Meet with staff and various stakeholder groups to share collective data.
- Through shared dialogue, interactions, and reflection, begin developing a common awareness and understanding of the perceived strengths, weaknesses, opportunities, and challenges of the Mount Vernon School District.



ENGAGEMENT & PLANNING

Now is the time to roll up our sleeves and take action! The Strategic Action Plan will remain as the foundational instructional plan. These key strategies include: Early Learning, Powerful Teaching & Learning, Family & Community Engagement, and Individual Determination & Creativity. These plans may be updated or enhanced based on the data.

- Use the information collected in partnership with the school board and district stakeholders to implement and/or fortify the Mount Vernon Strategic Plan.
- The Racial Equity Policy and Multi-Tiered Systems of Support (MTSS) programs are both critical to the success of our students and staff. Staff training and support is needed to make sure we work these crucial issues into our daily decision-making.
- Establish a MVSD Strategic Plan that is attainable, well understood, and supported in order to provide consistency, clarity and purpose to our core strategic goal of **100% of our students will graduate with the knowledge and skills necessary to be successful in post-secondary education, careers, and life.**