



WE EXPECT EXCELLENCE



WE INNOVATE



WE EMBRACE EQUITY



WE COLLABORATE

BEAVERTON STUDENTS FIRST

Entry Plan

Superintendent Don Grotting

PURPOSE: This entry plan is an evolving document, to ensure first and foremost, strategies and processes are created and implemented to ensure ALL Beaverton students realize increased student achievement and educational opportunities. I am so excited to begin my journey with the Beaverton School District! I appreciate the Board's confidence in my selection, and I will do everything within my power to meet your expectations. It was evident during the selection process that each board member was intent on making sure the candidate exhibited a sense of urgency for improving student achievement for all students. This will be my primary mission and will be forefront in my decision making process.

This entry plan is not all inclusive. Having successfully led three different school districts, I have learned each district is unique in its structure, culture, and political and economic values. **During my entry and transition, I will be listening, learning, evaluating, and leading.** The goals and strategies in this entry plan are based on my past experiences and very initial observations over my limited recent time as superintendent in our district. This plan will be continually adjusting to the changing needs of the children, staff, parents and community members of the Beaverton School District. Following are my core beliefs to begin our work together.

Values: I will always be **transparent** with the Beaverton School Board, regardless of the difficult issues that we will face together and I will respect your roles as board members and ask you to also respect my role as superintendent. I will always be **honest** in my working relationships with student, parents, staff, and community members, and ask you to do the same. You will know my opinion on an issue and where I stand. I will always **respect** the role of the board, and you can count on me to support your decisions and carry out the decisions of the school board as a collective body. I will always try my best to **communicate** all essential information in a timely and efficient manner so you will never be surprised or uninformed. You can also expect effective **leadership** focused on the children, staff, and parents within the Beaverton School District.

District Goal: WE empower all students to achieve post-high school success.

The Beaverton School District recognizes the diversity and worth of all individuals and groups. It is the policy of the Beaverton School District that there will be no discrimination or harassment of individuals or groups based on race, color, religion, gender, sexual orientation, gender identity, gender expression, national origin, marital status, age, veterans' status, genetic information or disability in any educational programs, activities or employment.

Goal 1: Establish a trusting, efficient, and strong governance team of the Beaverton School Board and Superintendent.

Conduct a board retreat to listen and learn from board members to understand the Beaverton School District culture and to build an unbreakable, caring, and productive relationship (In progress).

Meet with each board member to create a trusting working relationship to establish effective lines of communication and to understand their goals, perspectives, and desires for the children of Beaverton (meetings scheduled)

Identify and establish regularly scheduled meeting times with board chair and vice chair to create board agendas and other agreed upon activities that may not necessarily require the presence of all board members (in progress)

Identify and agree upon the separation of board duties and the work of the superintendent as well as identifying the level of detail and frequency the board desires to be informed (in progress)

Goal 2: Student Achievement: Organize and Create a Beaverton Leadership Team intent on creating organization efficiencies and the alignment of resources to ensure all Beaverton students are meeting their potential as outlined in the Beaverton Academic Strategic Plan.

Meet with Beaverton Cabinet leadership team as a whole and individually to review existing instructional practices, current curricula, strategic academic framework, and organization structure for supporting the children of Beaverton (in progress)

Use data to illuminate achievement gaps throughout the district and to identify chronically underperforming schools and their traits causing poor academic performance. Once this is accomplished, an action plan and course of action needs to be created to increase student achievement (in progress)

Evaluate academic instructional resources, practices, and beliefs in each school in an effort to realize equity, consistency, and efficiencies throughout the district as desired by the Beaverton School Board. (Will begin next week)

Develop a structure for cabinet members and board members to visit schools and conduct learning walks in an effort to build relationships with students, staff, and parents. In addition, meetings will be scheduled with leadership from bargaining leadership organizations to create a shared vision to increase student aspirations, achievement and opportunities for the children of the Beaverton School District. (scheduling in progress).

Goal 3: Strengthen family and community engagement to achieve collective impact for the Beaverton community.

Identify current relationships and meeting structures working efficiently to engage stakeholders (in progress)

Schedule reach-out meetings with all area legislators and other key public officials affiliated with the Beaverton community (in progress)

Meet with other key community leaders to include business, service organizations, faith based structures, parent organizations, law enforcement and other safety providers, and other relevant stakeholders (in progress)

Work with communications officer and others to identify current effective communication strategies and to create new strategies that take into account the changing demographics of the Beaverton School District and community. This will require listening and working with populations that may have not been engaged in the past (in progress)

Goal 4: Identification of Immediate and Critical Issues that must be addressed in order to move the Beaverton School District forward to meet community expectations and meet legal or contractual obligations.

Meet with all essential stakeholders to identify and examine the operational, academic, fiscal, and other sectors that must require immediate attention due to contractual, legal, moral, policy, or other mandates that could possibly place the district at risk (In progress)

Meet with all cabinet members to review roles and responsibilities as it relates to each critical issue in an effort to create strategies and processes that will address the issue in a timely and efficient manner (in progress)

Review all critical pending legal issues with district legal counsel (completed)
Current identified critical issues include: (in progress)

Completion of boundary designations

Ensuring the existing School Bond is delivered as promised to the voters

Identifying and closing the achievement gap that exists within the district

Ensure safety of students and staff

Develop a structure and communication plan for early release