

Sheridan School District

Superintendent's Goals and Entry Plan

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Introduction

The purpose of this plan is to allow for the smooth and timely transition of the superintendent of the Sheridan School District. It will list the goals of the first year as superintendent and activities designed to achieve those goals. The activities will fall into three phases pre-entry, entry and planning.

The mission of the Sheridan School District is “Each student will be engaged today, inspired for the future, ready for the next set of challenges, and accountable for their learning.” The vision statement for the District is “Where all students learn, grow, and succeed.”

The Sheridan School District values achievement, character, diversity, equity, relevance, safety and communication. Each of these values speaks to the importance of individual student, staff and community members working together to make the Sheridan School District realize our mission and vision.

Learning about the district is my most important task as I enter the school community and to accomplish this task I will need to gather information from a variety of stakeholders. I will also need to examine available data about the performance of the staff and students in all regards from student achievement to facilities.

Goals

This entry plan consists of five goals and addresses pre-entry, entry and planning activities for each goal. The five goals are;

1. To establish a positive and productive district culture centered on teaching and learning. As measured by staff survey with 80% agreement.
2. To align resources and efforts to ensure students graduate ready for the next set of challenges. Evidenced in budgeting and spending priorities.
3. To establish highly effective district leadership by building a trusting, honest and collaborative relationship with the Sheridan Board of Directors. As measured by board survey with 80% agreement.

4. To assist in leading the successful campaign of the school district bond measure in the 2013-14 school year.
5. To build public trust and positive relationships through open and honest communication. As measured by parental and community feedback.

To achieve these goals I will first need to Listen and Learn about the district and share my story and philosophies. I will then begin working with the board and district leaders to create a strategic plan for the district as we move forward.

Pre-Entry Activities

March 1 to June 30

Goal 1 – Establish a positive and productive district culture centered on teaching and learning.

1. Attend meetings and community events to begin establishing positive relationships with staff.
Attended school board meetings, budget meetings, sherdunky downs, first Wednesday events and SEF Auction.

Goal 2 – Align resources and efforts to ensure students graduate ready for the next set of challenges.

1. Attend board meetings and budget committee meetings to learn how resources are currently allocated.
Attended board meetings and budget committee meetings.
2. Survey staff and board members to learn strengths and weaknesses of the district.
Survey went out in April and met with union leadership

Goal 3 - Establish highly effective district leadership by building a trusting, honest and collaborative relationship with the Sheridan Board of Directors.

1. Meet individually with board members to learn about each individual and his/her vision for the district.

Met with board members in July and August

Goal 4 – Assist in the successful campaign of the district bond measure.

1. Attend all bond committee meetings and learn about the process of setting district priorities for the use of bond funds.

Attended bond committee meetings

Goal 5 - Build public trust and positive relationships through open and honest communication.

1. Attend meetings and community events to begin establishing positive trusting relationships with community members.

Attended First Wednesday, Sherdunky Downs, and SEF auction.

Entry Activities

July 1 to Nov 8

Goal 1 – Establish a positive and productive district culture centered on teaching and learning.

1. Meet with as many staff as possible to allow them to get to know me and be present in each building at least once per week to be accessible to staff.

Met with over 70% of the staff individually

2. Host an exec team retreat to establish an effective working relationship and establish group operation agreements.

Hosted admin retreat at District office in July.

Goal 2 – Align resources and efforts to ensure students graduate ready for the next set of challenges.

1. Meet face to face with at least 100 individual in Listen and Learn sessions with individual community, staff and board members to further gauge the current status of the district and establish priorities.
Met with 106 individuals to learn about the community and school system
2. Share results of surveys and listen and learn sessions with exec team and the board and set priorities for the district
Shared these result with staff at the back to school rally and with the board in August and September

Goal 3 - Establish highly effective district leadership by building a trusting, honest and collaborative relationship with the Sheridan Board of Directors.

1. Communicate weekly with Board chair and establish weekly updates to be emailed to all board members.
I have not completed this task at this point. I feel we communicate effectively and would like feedback from the board. Would you like weekly updates emailed to you all?
2. Work with Board and OSBA to establish a clear communication and planning protocol.
I am learning much about the information I should be providing you about what is going on in the district from the lighthouse project and feel this is helping communication.
3. Work with the Board to establish Superintendent goals and an evaluation process for the year.
This is done.

Goal 4 – Assist in the successful campaign of the district bond measure.

1. Design and prepare voter information materials to inform voters.
We are working on this right now. This second time around I have been able to assist much more in this process and we have better materials.
2. Hold and lead community forums about bond priorities.

Held two bond forums in fall that were not well attended and we will be going out into the community this spring for meetings.

3. Assist in effort to distribute information throughout the community.
Participated in door hanger activity in fall and will attend various community events this spring to present information.

Goal 5 - Build public trust and positive relationships through open and honest communication.

1. Attend community events and host a meet the superintendent event during the first month of school.
I have attended many community events including athletic contests, concerts, First Wednesdays, Rotary meetings and a City Council Meeting.

Planning Activities

November 9 to January 31

Goal 1 – Establish a positive and productive district culture centered on teaching and learning.

1. Work with exec team to learn the supports that are needed for us to improve teaching and learning across the district.
The leadership team meets twice a month and is working on building trust and a clear vision. We are reading ‘Crucial Conversations’ to improve our communication.

Goal 2 – Align resources and efforts to ensure students graduate ready for the next set of challenges.

1. Using priorities identified by Board and exec team create a district plan for improvement.
The leadership team is helping to prepare a proposed budget that reflects the priorities of the board. We are also working on the district improvement plan.

Goal 3 - Establish highly effective district leadership by building a trusting, honest and collaborative relationship with the Sheridan Board of Directors.

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2. Work with Board and OSBA to establish a clear communication and planning protocol.

I am learning much about the information I should be providing you about what is going on in the district from the lighthouse project and feel this is helping communication.

Goal 4 – Assist in the successful campaign of the district bond measure.

1. Completed in early November.

I am continuing this work this spring.

2. Establish and implement the completion of projects as prioritized by bond committee.

I will get on this task as soon as the bond passes in May.

Goal 5 - Build public trust and positive relationships through open and honest communication.

1. Continue to be visible and approachable in the district.

Created school report cards and annual state of the schools report and I am continuing to attend as many community events as I can.

Staff Survey

1. What are you most proud of about the school district? (What do we do well?)
2. What are the top three challenges facing the school district during the next 5 to 10 years?
3. What traditions and values must we preserve as we move forward? Why are these important?
4. What is one thing you would like to change or improve so that we can provide a first-class education for all students?
5. What else should I know?