



Woodbridge School District

Superintendent Christopher Montini's Entry Plan

Purpose

To engage with the Woodbridge community to listen, learn, and build relationships while gaining insight into the strengths, needs, aspirations, culture and values of the school and greater community. The insights gathered will inform a continuous improvement process in support of continued organizational excellence.

Goals

1. Establish strong, trusting relationships across the school and community.
 2. Gain a comprehensive understanding of the district's instructional practices, operations, culture, and community context.
 3. Identify areas of strength and opportunity to guide collaborative, continuous improvement.
 4. Communicate clearly and transparently to build shared ownership of our vision.
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Timeline: July 1, 2025 – October 31, 2025 (First 90–120 days) and beyond

Action Steps

1. School and Classroom Visits

During the opening weeks of school, I will visit classrooms and common spaces throughout Beecher Road School during arrival, dismissal, lunch, and instruction. I will read to each Kindergarten class featuring the themes of perseverance and joy in learning. Regular school and classroom visits will continue throughout the year.

2. Student Voice

I will host student focus groups across grades 4–6 and meet with the student council to hear directly from students about their experiences, joys, and challenges and continue this practice throughout my tenure.

3. Individual Meetings and Interviews

I will schedule 1:1 and small group meetings with district staff, union leaders, First Selectman, town department heads, Board members, and leaders of parent and community organizations. These meetings will help me understand the dynamics, strengths, and needs of the Woodbridge community.

4. Community Forums

Several community forums will be held to engage families, educators, town officials, business leaders, and community partners to identify strengths, opportunities, challenges and fortify partnerships.

5. Advisory Councils

I will identify existing structures to serve as advisories representing the community (parents and town officials), certified staff, support staff, and administrators to meet quarterly beginning January 2026

6. Data Review and Document Analysis

In collaboration with the district leadership team, I will review a wide range of district data and documents, including:

- Student achievement data (disaggregated by subgroups)
- Attendance, behavior, and engagement data
- Budget, operational and organizational structure and plans
- School improvement plans and strategic documents
- Staff and family climate survey results

7. Board of Education Retreat and Collaboration

I will conduct individual meetings with each Board member, and we will hold a Board Retreat to align vision, goals, and expectations. This will include professional learning and a collaborative discussion of findings from the entry plan.

8. Communications Review

I will review district communication practices to identify opportunities for clarity, consistency, and accessibility. Ongoing communication will be a central part of my work.

Guiding Questions for Stakeholders

To guide conversations and engagements, I will ask questions tailored to each group related to the following guiding questions:

- What are our core strengths? (or What do we do well?)
- What should be sustained or improved? (or What can we do better?)
- How can we partner more effectively?

Communication and Reporting

- Share a summary of findings with the Board and public by November 2025.
- Use insights to inform continuous improvement (and strategic) planning.
- Continue stakeholder engagement through ongoing feedback structures.

Commitment

This entry plan reflects my belief in empowering leadership and shared responsibility. Through authentic listening, collaboration, and transparency, I will honor the strengths of the Woodbridge community while leading our schools toward a future grounded in equity, excellence, and opportunity for every child.

Christopher Montini

Woodbridge School District Superintendent