



SUPERINTENDENT'S 100-DAY PLAN

Dr. Tony Smith
Superintendent



Dear BSD Families, Staff and Community Members,

I am humbled and honored to have been chosen to lead this amazing organization. The Beaverton School District has a national reputation as a leader in education, and I have been impressed by the vibrant communities that comprise our district and, of course, the unsurpassed beauty of this area. My family and I couldn't be happier to be part of BSD.

Since my first day as an English teacher 25 years ago, my career has been dedicated to ensuring all students have the opportunity to reach their goals and dreams. That will be my focus as your superintendent. My commitment to you is to always listen, be engaged and invested in this community, and develop opportunities for all of us to work together to build upon what is already an outstanding school district.

To that end, the goal of this 100-Day Plan is to create as many opportunities as possible for me to interact with our community and to hear and learn from students, families, employees and community members. I know it takes all of us working together and being committed to truly reach our goals and aspirations for BSD students. This plan is organized around three primary pillars — Belong, Believe and Achieve — aligned with the district's strategic plan. These priorities will guide both this listening and learning process and future decision making.

Stay informed about our progress and learn about ways you can participate at www.beaverton.k12.or.us/superintendent. I look forward to getting to know our community, meeting you and hearing your thoughts.

With gratitude,



Dr. Tony Smith
Superintendent
Beaverton School District





Letter from the Board Chair

On behalf of the Beaverton School Board, I am pleased to welcome Dr. Smith to our district. Throughout the superintendent selection process, we heard clearly from our community about the importance of strong relationships and centering decisions around what is best for students — their learning, well-being and a clear vision for the future. Dr. Smith embodies these qualities.

We are grateful to our staff, students, families and community members whose input helped guide this decision. Their voices continue to shape the direction of our district.

As a board, we remain committed to supporting Dr. Smith in achieving our shared goals and ensuring every student thrives. We look forward to working together with our community to build on our strengths and continue moving our district forward.

Please join us in welcoming Dr. Smith to our district.

Sincerely,

Sunita Garg

2025–26 School Board Chair
Beaverton School District

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100-DAY PLAN OVERVIEW

The purpose of this entry plan is to outline my first 100 days as superintendent. By building on the great successes of the past and creating new, long-term relationships, I believe that together we can make BSD the absolute best school district in Oregon, as well as the country. While this plan outlines specific actions for my first 100 days, I fully expect that it will grow and adjust, as I hear and learn more every day.



OBJECTIVES

This plan will strive to meet the following overarching goals:

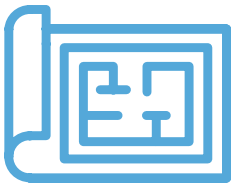
- ✚ Build trust through transparency throughout the process.
- ✚ Dedicate time and space to listen and engage directly with stakeholders of every type and in every community within BSD.
- ✚ Review key areas that are essential for the district's success in order to understand our current state and identify opportunities for improvement.
- ✚ Ensure BSD continues to deliver on its core promises of Belong, Believe and Achieve.



PREPARATION (April – June 2026)

APR • MAY • JUN

Between my hiring and first day on the job, I will work with the executive team to gather and assess information related to the operations of the district, including everything from academics to finances. I will also work with the school board to map out my community engagement plan, understand their priorities and learn more about the BSD community.



FIRST 100 DAYS (July – October 2026)

JUL • AUG • SEP • OCT

During my first 100 days as superintendent, I will focus on getting to know the people within the school system and community. My job is to listen with the intent to fully understand. I will spend meaningful time in schools across the district, prioritizing depth over quick visits. This will not be an introductory blitz, but a consistent, visible presence focused on learning from students, staff and families. Building lasting relationships is important to me, knowing that is what is required to become a servant leader and partner in the Beaverton community for many, many years to come. I am placing significant emphasis on providing an opportunity for everyone to engage with me. I look forward to hearing not only what they love about this amazing district, but areas that we can improve.





THE FUTURE OF BSD

Beaverton School District already has a strong strategic plan that reflects the values of this community and a clear commitment to ensuring every student belongs, believes and achieves. My role is to build on that foundation, not restart it.

During my first 100 days, I will focus on listening, learning and understanding how the strategic plan is experienced across our schools and community. The relationships we build and the insights we gather will help us identify where we are seeing strong progress and where we have opportunities to accelerate growth.

Working closely with our school board, staff, students and community members, we will ensure this introductory period helps strengthen alignment, sharpen our focus and ensure our efforts are having the greatest impact for students. This is not about creating a new plan — it is about ensuring the current plan is fully realized and that our work is coherent, focused and driving results for every student.

Together, we will continue moving forward with clarity and purpose, building on the strong work already underway and accelerating progress where it matters most.



BELONG

Belonging is the foundation for student success in Beaverton. When students feel seen, valued and connected, they engage and achieve at higher levels.

This takes all of us working together: teachers, staff, families, community and students. Strong relationships, clear communication and shared responsibility create schools where every voice matters. We are committed to building systems and opportunities that ensure every student feels they belong.





My commitment to the BSD community: In my first 100 days, I will ...

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| <p>1.1 Visit BSD schools and facilities to meet with students, principals, teachers and support staff.</p> <p>1.2 Hold community meetings in each region of the district.</p> <p>1.3 Meet individually with each school board member monthly.</p> <p>1.4 Meet with local municipal and county leaders to learn about our community.</p> | <p>1.5 Meet with local chambers of commerce, foundations and community partners to learn about our community and connections to BSD.</p> <p>1.6 Conduct frequent outreach toward families, staff and community members.</p> <p>1.7 Attend community events within the district to connect with community members.</p> <p>1.8 Attend existing advisory meetings with students, parents and teachers.</p> |
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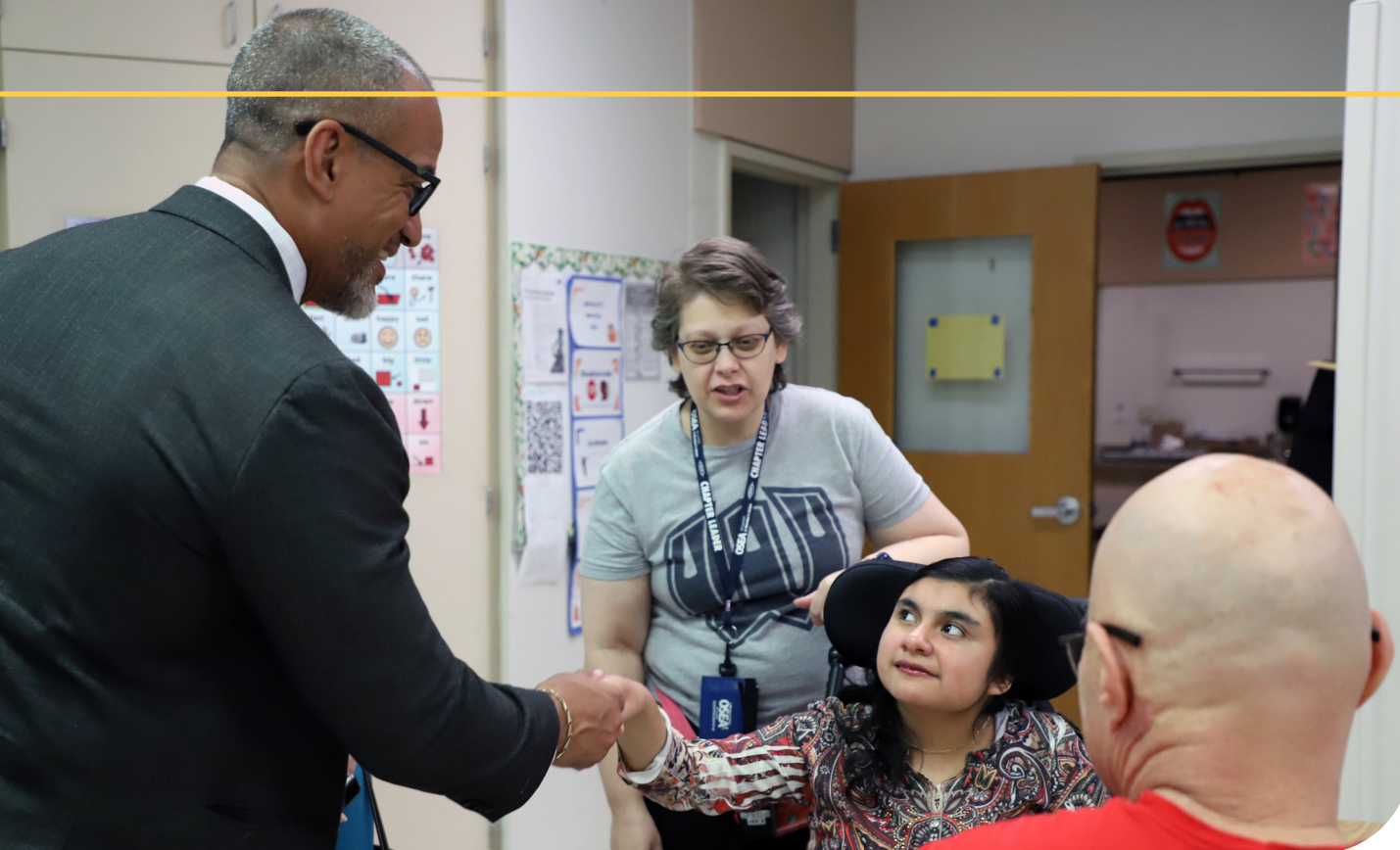


BELIEVE

In Beaverton, we believe in the potential of every student. We honor the strengths, identities and experiences of our students, families and staff, and we expect every student to succeed.

We recognize that students have different needs and face different challenges. Those differences do not define limits, they guide how we support each student. Our responsibility is to ensure every student has what they need to grow academically, develop socially and emotionally, and build confidence in who they are and what they can achieve.

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My commitment to the BSD community: In my first 100 days, I will ...

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| <p>2.1 Review current efforts and prioritize actions that strengthen our collective belief in every student's ability to succeed.</p> | <p>2.6 Review curriculum and instructional experiences to ensure they reflect high expectations, relevance and access for every student.</p> |
| <p>2.2 Engage with the equity advisory committee, which includes students, parents, teachers, other staff and community members, to listen to the experiences of those closest to the work and understand how the district works to support all learners.</p> | <p>2.7 Analyze hiring practices that build a workforce aimed at reflecting our community and reinforcing our belief in every student.</p> |
| <p>2.3 Connect with district leadership to align on how our practices reflect a shared belief in every student's potential.</p> | <p>2.8 Engage with advisory groups to elevate diverse voices and help ensure all students feel valued and supported.</p> |
| <p>2.4 Engage families and community partners to ensure our work reflects the experiences and aspirations of those we serve.</p> | <p>2.9 Identify and expand on systems that support students' social, emotional and academic development so each student can thrive.</p> |
| <p>2.5 Assess practices across district and school improvement efforts to identify where we can improve student support in meeting high expectations.</p> | <p>2.10 Champion equitable access to rigorous learning opportunities that prepare students for high school, college and careers.</p> |



ACHIEVE

In Beaverton, we are committed to achieving at the highest levels in every part of our system. From instruction to operations, every area of our work is focused on delivering results for students.

We expect excellence in teaching and learning. Our educators continuously refine their practice, set high expectations and ensure every student is challenged, supported and growing. At the same time, our systems, from transportation to nutrition to facilities and beyond, are designed to operate effectively and reliably so schools can stay focused on student success.

Each day, we are focused on outcomes. We prepare students with the knowledge, skills and experiences they need to succeed in a changing world, and we hold ourselves accountable for ensuring every student reaches their full potential.

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My commitment to the BSD community: In my first 100 days, I will ...

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| <p>3.1 Build a strong, collaborative partnership with the school board that is focused on clear goals, accountability and student outcomes.</p> | <p>3.6 Analyze and identify opportunities to improve organizational efficiency to better align resources and time for student success.</p> |
| <p>3.2 Convene a governance team retreat to review policies, clarify roles and responsibilities, and establish clear communication norms.</p> | <p>3.7 Partner with the board to ensure alignment with district priorities and a focus on results.</p> |
| <p>3.3 Review strategic plan implementation efforts to identify strengths and opportunities that will accelerate progress and improve results for students.</p> | <p>3.8 Evaluate systems that develop and support teachers, leaders and other staff to ensure high performance across the district.</p> |
| <p>3.4 Fully understand the district's budgeting process and focus on building transparency, clarity and alignment of resources to student outcomes.</p> | <p>3.9 Examine early literacy systems to ensure every student is set up to read at grade level by the end of third grade.</p> |
| <p>3.5 Participate in a variety of recognition systems that highlight and reinforce excellence across students, staff, schools and the broader community.</p> | <p>3.10 Inventory advanced learning opportunities to understand how well they prepare students for high school, college and careers.</p> |

PROGRESS MONITORING

Educational leader and thinker Dick Elmore reminds us that accountability must be reciprocal — for every increment of performance we ask of you, we carry an equal responsibility to build your capacity to meet it. That belief will guide how we show up as a system. When we set expectations, we will also ensure the tools, training, time and support to deliver. When we ask for results, we will stay alongside to problem solve, remove barriers and adjust based on what we learn.

I am excited to begin this journey and invite you to join along the way. This work will be transparent and shared. You can track our progress at www.beaverton.k12.or.us/superintendent, where we will post updates, key decisions and lessons learned. We will also provide a clear schedule of opportunities to engage with me, including sessions dedicated to listening, collaborating and gathering your feedback. Your voice matters in shaping both the direction and the outcomes of this work.

Thank you in advance for your participation, your support and your partnership.





