



# The First 100 Days

Martin A. Mahan, Acting Superintendent

# Martin Mahan

## Over 30 Years at Fort Smith Public Schools

- Acting Superintendent (Present)
- Deputy Superintendent, FSPS (2021–2025)
- Assistant Superintendent of Curriculum & Instruction (2019–2021)
- Assistant Superintendent of HR & Campus Support (2018–2019)
- Executive Director of Human Resources (2017–2018)
- Director of Secondary Education (2010–2017)
- Principal, Northside HS (2007–2010), Kimmons JH (2003–2007)
- Assistant Principal, Darby JH (1999–2002)
- Teacher and Disciplinarian, Belle Point & Juvenile Detention Center (1993–1999)



# The Five Priorities



Building a Productive, Transparent and Positive Relationships in School Governance, Community Leadership, District Personnel, and Families



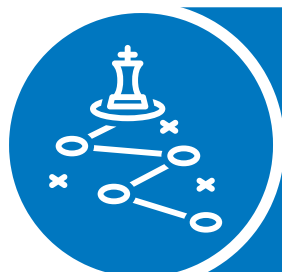
Establish Community Buy-in



Foster Instructional High Expectations



Build on Existing Relationships



Strategic Planning for Today and in the Future





# Priority 1: Building productive and positive relationships in district governance, community leadership, district personnel, and families

- Build strong relationships with the Board of Education, community leaders, staff, and families through open communication, collaboration, and transparency.
- Key strategies include regular meetings, advisory councils, listening tours, and increased visibility at events.
- Emphasize timely responses, mutual respect, and inclusive decision-making.
- Measure progress through surveys, engagement metrics, and a public transparency dashboard, with a continued focus on service, trust, and stakeholder satisfaction.





## Priority 2: Establish Improved Transparency and Community Buy-In

- Strengthen trust and collaboration with stakeholders through transparent communication and inclusive decision-making.
- Key actions include community listening sessions, advisory committees, a strategic communication plan, and celebrating district successes.
- Initiatives like “Transparency Tours” and engagement recognition programs will increase visibility and highlight community contributions.
- Align district goals with community values, use diverse communication methods, and measure success through participation rates, perception data, and ongoing feedback.





# Priority 3: Foster Instructional High Expectations

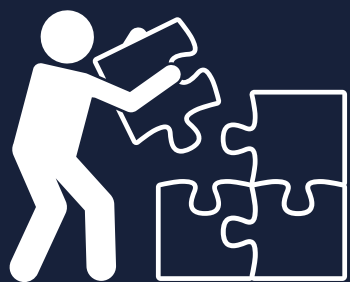
- Foster a district-wide culture of academic excellence by setting high instructional standards and supporting staff through professional development, mentorship, and data-driven tools.
- Monitor instructional quality with classroom observations and align teaching with rigorous frameworks like High Reliability Schools.
- Communicate clear learning goals through initiatives like Portrait of a Graduate and family engagement programs.
- Track progress using student achievement data, teacher performance, and stakeholder feedback to improve outcomes and sustain high expectations.





# Priority 4: Build on Existing Relationships

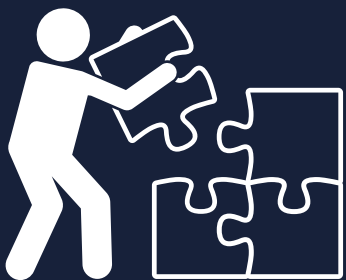
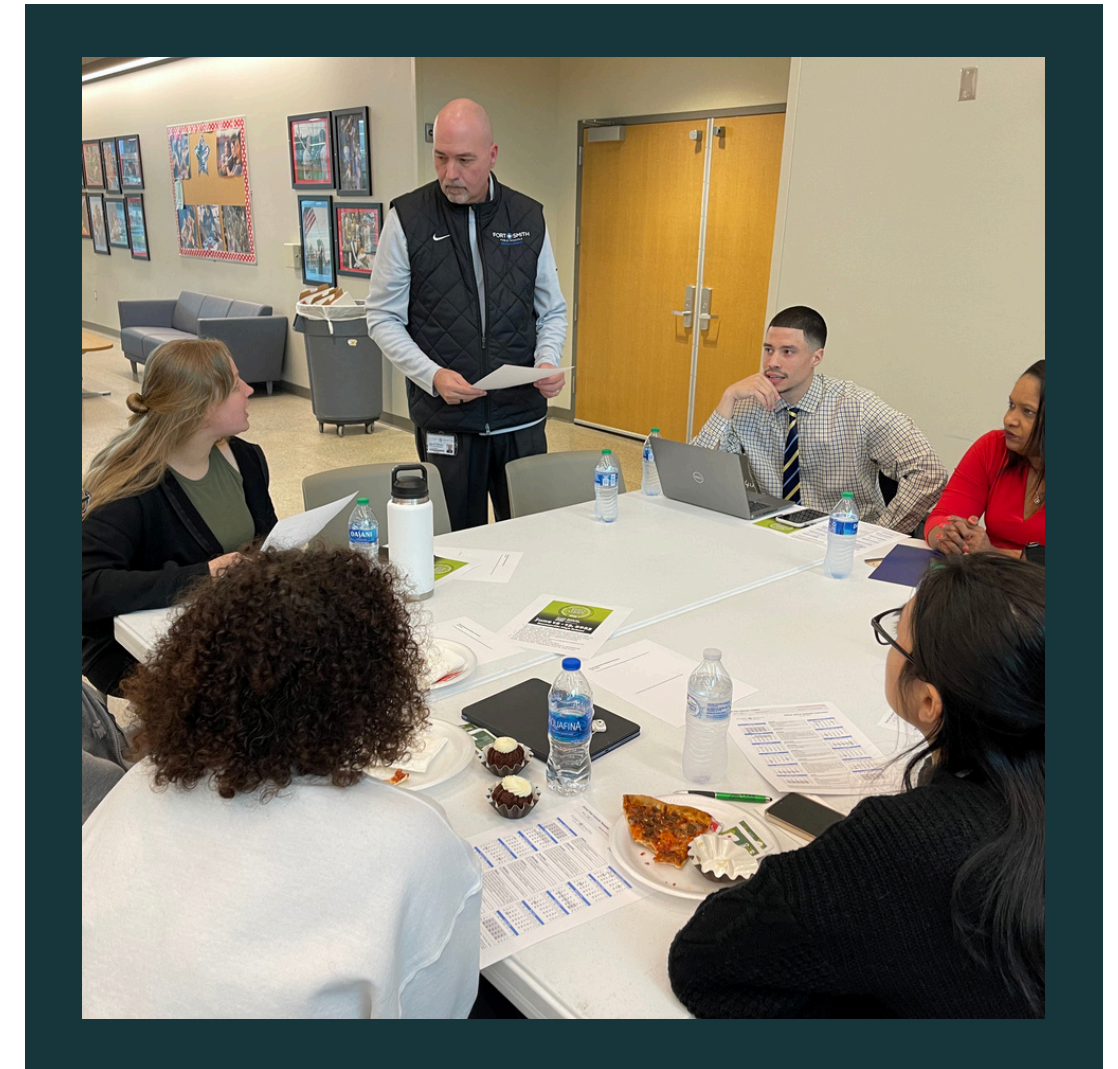
- Strengthen and expand the superintendent's long-standing relationships to build trust, collaboration, and shared progress across the district.
- Unite stakeholders through listening sessions, advisory groups, mentorship programs, and servant leadership.
- Leverage institutional knowledge to guide strategic planning and advocate for proven, effective practices.
- Measure success through increased engagement, leadership development, community trust, and regular progress updates.





# Priority 5: Strategic Planning for Today and in the Future

- Align FSPS structures, programs, and resources to better meet current and future student needs.
- Key initiatives include revising the organizational chart, exploring a high school shuttle to UAHS and Peak, and expanding career-focused academies to all schools.
- Continue the “Right Sizing” process and use stakeholder input and data to guide strategic planning.
- Aim for improved efficiency, increased access to college and career pathways, real-world learning opportunities, and long-term sustainability, with progress tracked through data and community feedback.





# 100 Day Plan Timeline Overview

- 1

Initial Engagement & Building Relationships

July 1–30, 2025
- 2

Collaborative Development & Implementation

August 1–31, 2025
- 3

Consolidation & Expansion

September 1–30, 2025
- 4

Evaluation & Long-Term Planning

October 1–9, 2025

JULY 2025							AUGUST 2025							SEPTEMBER 2025							OCTOBER 2025						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
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20	21	22	23	24	25	26	17	18	19	20	21	22	23	21	22	23	24	25	26	27	19	20	21	22	23	24	25
27	28	29	30	31			24	25	26	27	28	29	30	28	29	30					26	27	28	29	30	31	
							31																				



I am excited for the journey ahead.  
This is just the beginning!

**Believe. Belong. Become.**

