

Superintendent Seykora's Entry Plan



“Positive leaders stay grounded in ethical values and use a human growth mindset. They are fixed and flexible at the same time, never straying from ethics but always willing to change with the times.” - **Linda Fisher Thornton**

****A final plan including the specific timeline would be written with school board input.****

Phase 1
Entry and Engagement
May-July 2025

Goal: *Build relationships, and learn about the district*

- **Conduct individual meetings with School Board Members and District Leadership as well as added work session to “Get to Know One Another”**
 - Review district/building level goals, priorities, and policies
 - Learn, listen, and begin developing relationships with district leaders
 - Plan to meet and tour each Board Members workplace/business
- **Meet with Bookkeeper and Payroll**
 - Review the district’s budget, funding sources, and financial forecast
 - Identify immediate fiscal opportunities or challenges
- **Reach out to community leaders and business to build a network of school support**
- **Create Facebook page to engage with community members and Friday Notes for Faculty & Staff and the Board of Education**
- **School Site Visits**
 - Visit each classroom observing classes, meeting staff, and engaging with students. Attend staff last day, graduation, and service award ceremony
- **Formalize a transition plan with Dr. Parks/School Board**



“Positive leadership is all about building great relationships with the people you lead, so you can accomplish something amazing together.” -Rod Olson

Phase 2
Deep Dive and Assessment
July-September 2025

Goal: Conduct a comprehensive review of district performance and community needs and professional development needs as superintendent

- **Review Academic Data**
 - Analyze standardized test scores, graduation rates, and attendance data
 - Work with curriculum/instructional leaders to identify areas for academic improvement
- **Community Leader Meetings**
 - Meet with local government, business leaders, and nonprofit organizations
 - Learn how they would like to partner with the district and what their goals for the district are
- **Teacher Follow-Up**
 - Meet with union representatives to discuss insights from listening sessions. Join negotiations meetings for all groups and individuals.
 - Hire staff as needed
- **Professional Development**
- Phase I, II, and IV training, school finance, negotiations, Great Start New Superintendent Cohort



“The greatest leader is not necessarily the one who does the greatest things. He is the one that gets the people to do the greatest things.” - **Ronald Reagan**

Phase 3
Vision Setting and Action Plan
July-ongoing 2025

Goal: *Share findings and collaborate on a strategic vision for the district's future*

- **Coffee and Conversation**
 - Offer opportunities for stakeholders and I to get to know each other
- **Draft a Preliminary Report**
 - Summarize key findings from meetings, data reviews, and listening sessions highlighting district strengths, challenges and opportunities
- **Vision and Strategy Work**
 - Host meetings with the administrative team and school board to co-create goals, review Strategic Plan
- **Public Presentation of Findings**
 - Share insights and priorities with parents, staff, and the broader community at a school board meeting and through districtwide update
- **Superintendent and School Board Goal Setting**
 - Set goals and priorities and establish metrics and timelines for tracking progress
- **Ongoing Celebration of Progress**



"Make sure you spend as much time celebrating the achievement of goals as you do setting and accomplishing them." - **Scott Miller**