

OVERVIEW OF SUPERINTENDENT'S TRANSITION PLAN

Vision: "Every student, every day, prepared to shape tomorrow."

In our unwavering commitment to pursuing excellence as a district and preparing every student, every day, to shape tomorrow, this transition plan outlines three critical priorities. These priorities are foundational to realizing our vision and reflect our dedication to fostering collaboration, trust, and engagement across the district.

Priority #1: **Align Superintendent and Governing Board Relationship**

1 **Establish Strong Relationships:**

Our first step involves conducting periodic one-on-one meetings with each member of the Governing Board. These meetings aim to foster transparent, trusting and collaborative working relationships, providing the foundation for effective governance and decision-making. **(Jan. - June 2024, and ongoing)**

2 **Host Governing Board and Superintendent Retreat:**

A crucial component of this plan is the organization of a Board retreat, where governance matters, communication protocols, roles and responsibilities and superintendent goals are thoroughly discussed. This retreat serves as an opportunity for the Superintendent and Board members to align their vision and expectations for the district's future. **(Retreat scheduled for June 5, 2024)**

3 **Collaborate on Superintendent's Goals and Performance Evaluation:**

Collaborative efforts are undertaken to develop goals and a comprehensive performance evaluation format for the Superintendent, ensuring alignment with the Board's expectations. This format will serve as a tool for assessing progress and accountability in the upcoming school year. **(Agreed upon no later than September 1, 2024)**

Priority #2: **Build Leadership Capacity and Commit to Continuous Improvement**

1 **Meet with District Leadership Teams:**

Strategic meetings will be held with various district leadership teams to assess the current strengths and opportunities for improvement in district leadership. Through collaborative discussions, priority areas for improvement will be identified, and a series of next steps will inform decision-making. **(Dates scheduled: April - June, 2024)**

2 **Review District Programs and Related Initiatives in the Strategic Plan:**

An extensive review of existing district programs and current initiatives will be conducted to ensure alignment with district goals and priorities as reflected in the district's Strategic Plan. **(Initial Review Period: April - June, 2024)**

3 **Evaluate Leadership Capacity and Development Practices:**

The district's leadership capacity and development practices will be evaluated to ensure they effectively support and grow a culture of competent and prepared leaders in all areas of the district. Emphasis is placed on understanding the strengths and stretches of these programs to cultivate leadership capacity at all levels, fostering a culture of continuous improvement. **(Initial Review Period: April - June, 2024)**

Priority #3: **Foster Community Engagement and Connections**

1 **Visit Campuses and Make Key Connections:**

The Superintendent will actively engage with various stakeholders through campus visits and foster initial connection meetings with site principals. These interactions will provide valuable insights into the challenges and strengths of the district, guiding collaborative efforts towards improvement. **(Dates scheduled: April - May, 2024)**

2 **Listen, Learn, and Lead Sessions:**

The Superintendent will initiate a community listening tour to gain insights into stakeholders' expectations relative to our current perspectives within the strategic plan. These "Listen, Learn, and Lead" sessions will facilitate a deeper understanding of community needs and priorities, informing our ongoing strategic planning efforts. **(Dates scheduled: April 23, April 24, April 30, May 1, 2024)**

3 **Attend Community Outreach Events:**

Attendance at scheduled school and community events will help facilitate open dialogue and relationship-building with community members. These interactions serve as platforms for listening, learning, and fostering partnerships to support student success. **(Jan. - June 2024, and ongoing)**