

Entry Plan Update



Dr. Penelope Martin-Knox
October 2022-First 90 Days

Recap: Purpose

The goal of the entry plan is to focus on learning as much as possible about our schools and community so that we can build on our strengths and continue to improve. This will be accomplished by listening, learning, and applying information that has been gleaned from observations and discussions with key stakeholders. This plan will strategically assist with identifying common goals, align resources, and take strategic action.

Recap: Purpose

Goals:

- Gain an understanding of district culture, priorities, and needs to gain insight into strengths, challenges, and areas of improvement to best serve our students.
- Establish common understanding of the role of the Board and superintendent in order to develop and maintain positive relationships to ensure an intense focus on meeting the needs of all students.
- Cultivate public trust, positive relationships, and commitment through open, honest, and ongoing communication with all stakeholders.
- Conduct a needs assessment of teaching and learning, fiscal operations, organizational systems, and human capital management.
- To engage the community by offering an opportunity for all voices to be heard and engaged in the process of ongoing, continuous improvement.
- To ensure an effective, efficient, and orderly transition of leadership, remain focused on increased student achievement for all students.

Recap: 90 Day Transition Plan

The information gathered will be used to:

1. Establish a transparent process with school and community members based on mutual trust and commitment in order to understand and address the district's strengths and challenges.
2. Develop a plan of strategic actions or refinement for the school district.
3. Develop a comprehensive summary of observations, and findings from the listening and learning engagements.



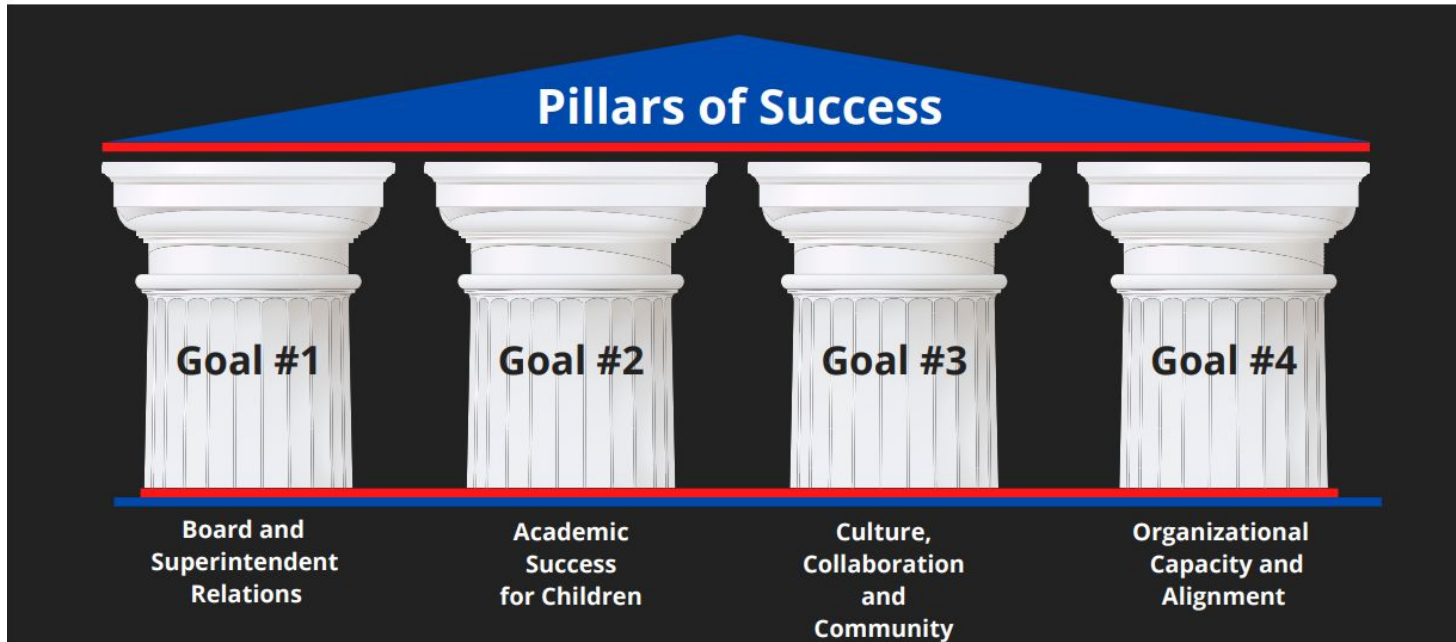
Recap: 90 Day Transition Plan

- Touring schools
- Scheduling community forums to gather input and assess the strengths, weaknesses, opportunities and threats
- Organize teams that will develop strategic ideas or programs
- Conduct an online survey with staff and families
- Holding a series of individual and small group meetings



Recap: 90 Day Transition Plan

PILLARS OF SUCCESS



Recap: Pillars of Success

Goal #1

Board and Superintendent Relations

In order to ensure an intense focus on meeting the needs of all children, the Board of Education and the superintendent will develop a collaborative, trusting, positive, and team oriented relationship.





Goal #1

	Not Initiated	Initiated	Ongoing
Meet with the Board President to determine the manner in which to work collaboratively with the superintendent and executive staff.		✓	
Collaborate to develop appropriate communication protocols between the board and the superintendent.		✓	
Collaborate on the development and scheduling a board retreat that will have a focus on shared values, reflections on organizational structure areas of improvement, ongoing professional development, and review of the districts strategic plan.			✓
Develop a process, structure, and timeline to measure success of the current strategic plan and district budget.			✓
Establish regular meeting times with the Board President for the review and construction of agendas.		✓	

Recap: Pillars of Success

Goal #2



Academic Success for Children

Focus on equity while aligning resources to ensure all students are college and career ready and achievement gaps are closed.



Goal #2

	Not Initiated	Initiated	Ongoing
Communicate and model the district's vision focused on improving academic achievement of all students.			✓
Meet with curriculum, instruction, and assessment team to review achievement data, current goals, and curriculum alignment.			✓
Evaluate district efforts to improve graduation rates for all students.			✓
Assess professional development and capacity for meeting the needs of district and school-based staff to increase and maximize learning opportunities for staff.			✓

Recap: Pillars of Success

Goal #3



Culture, Collaboration, and Community

Establish a respectful, positive, collaborative culture focused on teaching and learning.



Goal #3

	Not Initiated	Initiated	Ongoing
Initiate open, honest, and transparent dialogue, focusing on increased student achievement by contacting key stakeholders to establish routine meetings, and communication protocols.			✓
Conduct visits to every school to engage leaders, staff, and students about where we are as a district and where we need to be in order to meet the needs of all students.			✓
Schedule a retreat with executive staff to review and discuss the districts strategic plan.			✓
Attend and participate in community events and attend extracurricular events to support students and staff.			✓

Recap: Pillars of Success

Goal #4



Organizational Capacity and Alignment

Ensure support and high performance to schools, increase organizational effectiveness and efficiency.



Goal #4

	Not Initiated	Initiated	Ongoing
Conduct a retreat with executive staff to review and discuss the district's strategic plan, improvement plan, achievement data, and staffing needs.			✓
Establish regularly scheduled meetings with executive staff and district leadership to establish expectations, leadership responsibilities, and systems for mutual accountability.			✓
Determine how communication and decision making will occur with the executive team, establish meeting protocols to focus on continuous improvement and student achievement.			✓
Review current bond projects to understand long term project goals and timelines.			✓
Review and study Board policies, administrative regulations, and legal proceedings.			✓
Review facilities use plans and projects.			✓

Summary



District Strengths

- A strong sense of family
- Caring, invested community
- Strong extracurricular programming
- Technology accessibility
- Exceptional leadership
- Administrative teams are collaborative
- Dedicated & invested staff
- Initial focus on equity
- Organizational pride
- Kids are amazing

District Opportunities

- Professional development (for all staff)
- Vertical alignment
- Accountability tools
- Expansion of electives & extracurricular programs
- Financial transparency
- Enrollment
- Staffing (recruitment & retention)
- Transportation
- Enhance communications
- Meet diverse needs of the school community
- Strengthen local & state partnerships

Events & Activities

- Community Leaders Meet and Greet
- DESE New Superintendent Summer Meeting
- Executive Leadership Meetings
- DESE Cooperative Conference
- MOASBO School Finance Meeting
- Strategic Plan Meetings
- Equity in Schools Cohort
- One to one Meetings with Board Members
- Community: Walk and Talk
- Community: Meet and Greet
- District Convocation
- District Administrative Retreat
- Elementary Principals Retreat
- Student Council Meetings
- Student Forums
- District Department Meetings
- High School Band Camp
- Extracurricular Activities
- Raytown Police Department Active Shooter Drills
- Presenter: Pennsylvania Association of School Resource Officers
- Caring for Kids Retreat
- Raytown Mayor's Board Meeting
- School-Based Faculty Meetings
- Summer Family Concert Series
- Retired Teachers Meeting
- RayTeam Meeting
- NEA Meeting
- TAC-Teacher Advisory Committee
- SSAC-Support Staff Advisory Committee
- Community Leader Meetings
 - Raytown Mayor
 - Raytown Police Chief
 - Kansas City Mayor (Upcoming)
 - Kansas City Police Chief
 - Kansas City Police
 - Jackson County Executive
 - Raytown Chamber
 - Raytown Rotary
 - Raytown Kiwanis
 - Raytown Educational Foundation
- Greater Kansas City School Administrators Association Meetings
- Guest Speaker: Raytown South High
- ELD Multicultural Back to School Night
- Toast to Our Towns
- Attend various church activities
- Aviation Institute of Maintenance Tour
- School Visits
- Faculty Meetings
- Cafeteria Visits
- School Safety Visits
- Data
- Visited TTP to review records & retention process
- Communications
- Letters
- Videos
- Social Media: Facebook, Twitter, & Instagram
- Survey
- Satchel Pulse

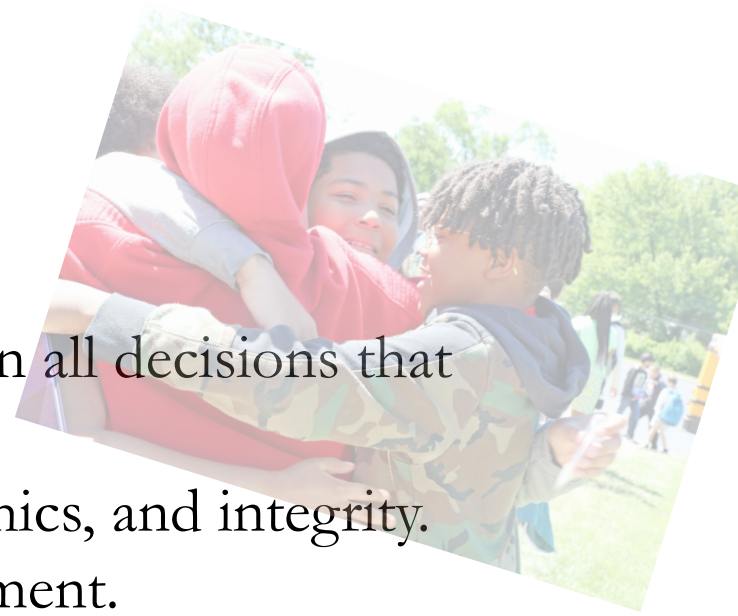


Tentative Goals



Belief Statements:

- Students come first in all actions and in all decisions that are made.
- As a leader, lead with intentionality, ethics, and integrity. Always strive for continuous improvement.
- Treat students, staff, and community with courtesy and respect.
- The success of all children begin and end with self.



Thank You!