



One Team, One Goal, One Proviso.

SUPERINTENDENT OF SCHOOLS'

ENTRY PLAN

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Superintendent of Schools



Superintendent of Schools' 100 Day Entry Plan

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Purpose and Introduction

The purpose of this entry plan is to establish a set of activities that will guide my transition to the role of Superintendent of Schools for the *Proviso Township Public Schools* while energizing the community and creating a new excitement for a structurally sound, educational roadmap. Unlike many, I will not “hit the ground running”; instead, I will “hit the ground listening and learning” to enhance our efforts of leading, efficiently and effectively. These activities will be designed to assist us in:

- Gathering information swiftly about the community and the organization;
- Establishing a strong presence, internally and externally;
- Evaluating the organization’s strengths and limitations;
- Ascertaining critical issues;
- Building on strengths;
- Addressing limitations immediately; and
- Creating a network of contacts and resources that will assist in continuing the work of enhancing the *PTHSD* to ensure equity and excellence for all students.

Our primary goal is to ensure a structurally sound educational roadmap to ensure the academic, social and emotional success of approximately 5,600 students; thus, preparing our scholars to be globally positioned to perform and to serve, not only on America’s stage, but on the World’s stage; our scholars will be internationally ready for College and Career. As your first-mate of the *PTHSD209*, I can assure you, collectively, we will bring this vision to fruition. I share the Board’s sense of urgency and will engage and impress upon the entire *Proviso Township* Community our urgency for continued student success. Moreover, in our efforts to listen and learn as we prepare to lead efficiently and effectively, during my first 90 days, we will create a “framework / revisions” for our five-year strategic plan all while thriving to meet immediate goals, objectives and major activities.



- PHASE I:** *Pre Entry*
August, 2020 – August, 2020
- PHASE II:** *Entry*
September, 2020 – September, 2020
- PHASE III:** *Development of Action Plan / Framework for possible Revisions to the District’s Strategic Plan 2019 – 2024*
October, 2020 – December, 2020

Listening and learning will be the focus of the majority of Phases I and II of the entry plan. These phases will be comprised of meetings and sessions with internal and external stakeholders including, but not limited to the Elected School Board, central office staff, school administrators and staff, teachers, students, parents, business and community leaders, appointed and elected state officials, the faith-based community, and other foundations, agencies and entities. Simultaneously, I will oversee the day-to-day operations of the District. In the process of listening and learning, a “SWOT” (Strengths, Weaknesses, Opportunities and Threats) Analysis will be utilized to assimilate information. In other words, I will strive to ascertain the strengths, limitations and the barriers that are preventing the district from realizing its fullest potential as a successful school district. Phase III will involve the compilation of this data - developing a plan of action and the implementation of the plan.



Additionally, the goals, objectives and activities in this plan are not listed in any particular sequence order of completion or importance. Meetings and sessions will be conducted based on scheduling and other factors. Activities may be implemented based on factors to be determined during the process. In reality, the listening and learning process will cover many areas with some overlapping or overarching emphasis.

GOALS *To ensure an effective and efficient entry into PTHSD, the following goals will be addressed through this entry plan, apprising Board Trustees and community stakeholders of progress weekly.*




1. Transparency, trust and collaboration will be our mode of operating to ensure effective and positive Board - Superintendent Relations;
2. Increase student achievement and close the achievement gaps for ALL students;
3. Increase organizational effectiveness and efficiency by providing excellent support and service to schools, students, and parents in each city of the PTHSD community;
4. Create a culture of trust through action with TEAM “Eagles”; and
5. Establish trust and confidence from the community at-large by creating opportunities to listen and learn from a multitude of stakeholders - including stakeholders who are not currently engaged and those who have become disconnected with PTHSD.













GOAL 1: Transparency, trust and collaboration will be our mode of operating to ensure effective and positive Board - Superintendent Relations.

OBJECTIVES:

1. Establish effective school system governance through a productive and collaborative relationship between Board and Superintendent.
2. Establish the Board and Superintendent as a cohesive leadership team focused on improving the achievement of all students and committed to effective and efficient organizational operations.
3. Develop and implement appropriate communication protocols between the Board and Superintendent.
4. Ensure an effective, efficient, and orderly transition of leadership.

	<u>Action</u>	<u>Sponsor</u>	<u>Comments/Results</u>	<u>Status</u> Completed ✓ In Progress/Ongoing  Not Started 
1A	Present Entry Plan to the <i>PTHSD</i> for feedback, suggestions and guidance.	Superintendent	Draft of Entry Plan will be presented to the Board on (June 30, 2020)	

1B	Introduction letters to internal and external stakeholders and produce a video message	Superintendent	Aug., 2020	TBD 
1C	Meet and Greet Opportunity for all stakeholders	Board of Education	Aug., 2020	TBD 
1D	Work with BOE to establish a process to review existing Board policies to determine alignment with reform and operational goals and objectives and current State regulations.	Superintendent	<i>(To be confirmed by BOE)</i>	TBD 
1E	Conduct one-on-one meetings with individual BOE Trustees to cultivate a working relationship and to understand individual views and desires for the District. Seek names/contacts of community leaders for perspectives and deeper engagement of the BOE.	Superintendent	TBD (BOE President) TBD (BOE Vice Pres.) TBD (BOE Secretary) TBD (BOE Member) TBD (BOE Member) TBD (BOE Member) TBD (BOE Member)	TBD 
1F	Work with the BOE to identify a “third-party” to engage the BOE / Superintendent in a retreat.	Superintendent	To be confirmed by <i>(BOE President)</i>	TBD 
1G	Hold first BOE retreat to discuss issues, matters of governance, core values and beliefs, communication protocols, roles, responsibilities, norms, expectations, goal/agenda setting, consideration of a Theory of Action, types and amount of information needed and through what channels to help the BOE make quality governance decisions, regular professional development training for the BOE and Superintendent. Determine the schedule and proposed agendas for quarterly meetings with the BOE; BOE discussion of Committee Chairs to determine how	BOE Members Superintendent Trainer/Facilitator, (TBD)	Two Retreats <i>(To be confirmed by BOE)</i> ; (Sept., 2020) and (Dec., 2020)	TBD 





	they work in partnership with the Superintendent and senior staff.			
1H	Collaborate on a performance evaluation format with objectives and indicators of success that can be used to evaluate the Superintendent in year one of tenure.	BOE Members, Superintendent, Facilitator. (TBD)	Sept. 2020 (<i>To be confirmed by BOE</i>)	TBD 
1IG	Conduct Focus Learning Walks (FLW) throughout the district with individual BOE Members and FLW Teams	BOE Members Superintendent FLW Team	Sept. – Mar., 2020-2021(TBD)	TBD 
1J	Create a Superintendent’s Transition Advisory Committee to advise and guide the Superintendent of Schools on implementation of the 100 Day Plan, will consist of Board Members, students, parents, administrators, staff and community members.	BOE Members Superintendent	(<i>To be confirmed by BOE</i>)	TBD 
1K	Create a welcome back to school message (video)	Superintendent	Aug., 2020	TBD 
1L	Establish 3C’s Meeting Schedule (Critical Community Conversations) with parents/community (two meetings, each semester)	Superintendent	Sept., 2020	
1N	Chat-N-Chew (Breakfast, lunch or dinner) meetings with each board member to discuss agenda items and/or to broaden perspectives	BOE Members Superintendent	Aug., 2020	TBD







GOAL 2: Increase student achievement and close the achievement gaps for ALL students.

OBJECTIVES:

1. Examine patterns in student achievement data and the gap in achievement between various students’ populations in order to determine an appropriate course of action for improving teaching and learning.
2. Analyze and evaluate the conditions of chronically under-performing schools and determine a course of corrective actions.
3. Evaluate internal and external monitoring and qualitative and quantitative evaluation designs for instructional support and intervention systems.
4. Initiate system improvement of personnel quality, targeted and intense professional development of staff, and a focused improvement on teaching and learning for all members of the learning community -- improve the systems necessary to provide for an increase in students’ achievement and developing the societal and community structures and systems necessary for the improvement of student achievement.
5. Address students’ social and emotional needs to ensure academic success.

	<u>Action</u>	<u>Sponsor</u>	<u>Comments/Results</u>	<u>Status</u> Completed ✓ In Progress/Ongoing ☾ Not Started ⬮
2A	Review student data for all student populations (Academic Achievement, Subgroup Achievement, College and Career	Superintendent	Executive Leadership Team, (Student	TBD ⬮

	Readiness, Attendance Rate, Graduation Rate and Suspension Rate.)		Intervention Department, Curriculum & Instruction Department, Professional Development Department, and Accountability Department) (<i>Meeting dates to be confirmed</i>)	
2B	Meet with students to listen and learn their perceptions of the quality of relationships and access to academic rigor in their schools	Superintendent	High Schools (<i>Meeting dates to be confirmed</i>)	TBD 
2C	Meet with central office instructional leaders to discuss the performance results of all schools	Superintendent	Curriculum & Instruction, Accountability, Student & Family Support Services, Human Resources, Safety & Security, Public & Community Relations, Technology, Athletics, and Budgeting & Finance (<i>Meeting dates to be confirmed</i>)	TBD 
2D	Review District curriculum, instruction, and assessments for high expectations, alignment to standards, and appropriate instructional modifications for students who are not achieving, English Language Learners, and students with disabilities	Superintendent	Curriculum & Instruction, Accountability, ELL, and Special Education (<i>Meeting dates to be confirmed</i>)	TBD 
2E	Review and analyze the District's monitoring and evaluation systems for assessing effectiveness and accountability in terms of achievement for each program based on student progress.	Superintendent	Academics & Accountability (<i>Meeting dates to be confirmed</i>)	TBD 

2F	Examine and refine, as needed, the systemic training program for school principals, assistant principals, and other school leaders	Superintendent	School Leadership and Human Resources <i>(Meeting dates to be confirmed)</i>	TBD 
2G	Conduct an audit to determine whether the district's written, taught, and tested curriculum is aligned	Superintendent	Assistant Superintendent for Academics and Family Services <i>(Meeting dates to be confirmed)</i>	TBD 
2H	Conduct an inventory of academic programs, materials and curriculum to begin process of determining impact on academic results.	Superintendent	Curriculum & Instruction <i>(Meeting dates to be confirmed)</i>	TBD 
2I	Meet with Executive Leadership Team, Principals, Teachers and support staff to discuss school culture and climate and determine the level of central office supports needed to ensure continuous improvement at each school.	Superintendent	School Leadership <i>(Meeting dates to be confirmed)</i>	TBD 
2J	Develop a Leadership Institute to ensure current leaders are learning and leading to improve academic achievement for ALL children	Assistant Superintendent	Aug., 2020	TBD 
2K	Establish a Data Tracker System of each student in the district to provide a snapshot of student progress throughout the school year	Assistant Superintendent	Sep., 2020	TBD 








GOAL 3: Increase organizational effectiveness and efficiency by providing excellent support and service to schools, students, parents and the *Proviso Township High School District*;






OBJECTIVES:

1. Identify the levels of performance for each department and direct reports within the organization.
2. Maximize resources to focus on the development of leadership capacity for meeting annual goals focused on high student achievement and to ensure a successful exit for all graduates.
3. Examine *PTHSD*'s current professional learning opportunities for all staff and plan a systematic course of action for a high-quality professional learning program aligned with the district's strategic plan.
4. Assess current expectations and programming for leadership development and create an organized pipeline of competent, instructional leaders for the classroom, school and system.
5. Ensure the recruitment and retention of a highly effective staff with the ability to accelerate the academic performance of all students.

	<u>Action</u>	<u>Sponsor</u>	<u>Comments/Results</u>	<u>Status</u> Completed ✓ In Progress/Ongoing ☾ Not Started ⬮
3A	Meet collectively and individually with all Central Office employees; collectively meet with members of the executive leadership team	Superintendent	“Just for YOU” – (Basket of Treats) All Central Office Departments and schools <i>(Meeting date(s) to be confirmed)</i>	TBD ⬮

3B	Create/enhance a “PTPS D209” culture, District-wide; Create systems/processes that enable interdepartmental collaboration and expect interdepartmental accountability.	Superintendent; central officer personnel; schools and other site-base personnel	Central Office; Site-base administrators and team <i>(Meeting date(s) to be confirmed)</i>	TBD 
3C	Develop and review briefing documents from each division/department. Documents will include areas of major responsibility, major initiatives underway with projected timelines, significant/potential problems, and major decisions that need to be made. Using these documents will allow for quick understanding of the district’s strengths, weaknesses, opportunities and threats to progress.	Superintendent	Central Officer; School and other site-based <i>(Meeting date(s) to be confirmed)</i>	TBD 
3D	Conduct a retreat and training schedule with executive leadership team to review <i>PTHSD</i> master plan and the most recent school improvement planning process, most recent achievement data, review current or anticipated vacancies in central office and school sites, discuss leadership team structures and practices, and determine how communication and decision-making will occur with executive leadership team including establishing meeting schedules, protocols, and systems designed around increased student achievement, continuous improvement and addressing district issues.	Superintendent Executive Leadership Team	Executive Leadership Team <i>(Meeting date(s) to be confirmed)</i>	TBD 
3E	Meet with school principals and teachers to determine their perception of the quality and accessibility to student achievement data and the level of support offered by the central office staff.	Superintendent	Principal and Teachers <i>(Meeting date(s) to be confirmed)</i>	TBD 
3F	Meet with the Assistant Superintendent to determine: (1) appropriate action steps to obtaining a world-class curriculum and supports needed for the curriculum - including the determination if an updated curriculum audit	Superintendent	Curriculum & Instruction <i>(Meeting date(s) to be confirmed)</i>	TBD 

	is required to assess alignment between the written, taught, and tested curriculum; (2) current state of our district assessment philosophy and system; and (3) instructional supports provided to teachers and staff.			
3G	Review and evaluate the district’s efforts around Leadership Development and succession planning for school leadership and central office personnel.	Superintendent	Executive Leadership Team (<i>Meeting date(s) to be confirmed</i>)	TBD 
3H	Determine the current protocol and means for schools to collaborate and share best practices by level and feeder pattern.	Superintendent	School Leadership (<i>Meeting date(s) to be confirmed</i>)	TBD 
3I	Review the district’s processes used to regularly monitor the effectiveness of the district’s academic programs, materials, curriculum, etc.	Superintendent	Academics & Accountability (<i>Meeting date(s) to be confirmed</i>)	TBD 
3J	Conduct a central office position and department review, comparing the district to other, similar sized districts—determining ‘right-size’ standards to provide meaningful services to the schools and community begin the groundwork for possible reorganization/staff reductions/cost savings.	Superintendent	Human Resources (<i>Meeting date(s) to be confirmed</i>)	TBD 
3K	Review critical documents, including, but not limited to: policy and procedures manuals; BOE meeting minutes for last year (and further back as necessary); student achievement data; financial projections and budget processes for the past three fiscal years; legal proceedings; facility reports; accountability plans and processes; project management protocols and plans; and safety and emergency plans.	Superintendent Executive Leadership Team	Executive Leadership Team (<i>Meeting date(s) to be confirmed</i>)	TBD 
3L	Review the current schedule and format for principal meetings to ensure meetings are beneficial to principals and aligned to district goals.	Superintendent Executive Leadership Team	School Leadership (<i>Meeting date(s) to be confirmed</i>)	TBD 
3M	Review and evaluate how much autonomy and authority principals have in the current organizational structure and	Superintendent Executive Leadership Team	School Leadership (<i>Meeting date(s) to be confirmed</i>)	TBD 









	determine how much access and opportunity they have in decision-making and how to increase their role.			
3N	Review and evaluate the district's current performance management system to ensure effective and efficient operations across and within all departments and to ensure key metrics and goals are established.	Superintendent Executive Leadership Team	Academics & Accountability (<i>Meeting date(s) to be confirmed</i>)	TBD 
3O	Review and evaluate all necessary plans and procedures to ensure preparations are in place for an outstanding opening of school and establish protocols for assessing effectiveness of the opening of schools.	Superintendent	School Leadership (<i>Meeting date(s) to be confirmed</i>)	TBD 
3P	Conduct one-on-one meetings with attorneys to review any current legal proceedings or outstanding judgments against the district and to provide a briefing on state education code with particular attention to statutes currently impacting or likely to impact the district.	Superintendent	Human Resources Legal Counsel (<i>Meeting date(s) to be confirmed</i>)	TBD 
3Q	Review any other audits or reports conducted by outside agencies.	Superintendent	Executive Leadership Team (<i>Meeting date(s) to be confirmed</i>)	TBD 
3R	Review and evaluate the district's current process for establishing departmental goals	Superintendent	Executive Leadership Team (<i>Meeting date(s) to be confirmed</i>)	TBD 



GOAL 4: Fiscal Prudent and Facility Management

OBJECTIVES:

- 1. To ensure that we sustain the District’s financial improvement gains, contributed to the leadership of the *PTPS D209*’s Board of Education and the State Finance Oversight Panel.**
- 2. To bring to fruition the Board of Education’s Facility Master Plan through 2024**
- 3. Maintain Operational Fiscal Discipline**

	<u>Action</u>	<u>Sponsor</u>	<u>Comments/Results</u>	<u>Status</u> Completed ✓ In Progress/Ongoing ☾ Not Started ⬮
4A	Review district’s financial projections, resource allocations, and budgeting processes; assess how district’s budget and budgeting processes are aligned to support student achievement.	Superintendent CFO	Budgeting & Finance <i>(Meeting date(s) to be confirmed)</i>	TBD ⬮
4B	Evaluate the district’s financial monitoring systems to ensure that fund balance objectives are met. Review and assess the applicability of the monitoring systems.	Superintendent CFO		TBD ⬮




4C	Review the district's financial audit and the capacity to ensure all audit comments and deficiencies are corrected within a fiscal year. Review all audit findings and recommendations and assess the applied corrective measures.	Superintendent CFO		TBD 
4D	Ensure the proper assessment and oversight of "progress toward completion" of the Facility Management Plan	Superintendent CFO		TBD 
4E	Eradicate abatement personnel; ensure the use of a staffing formula manual and access the human resources management system	Superintendent HR		TBD 
4F	Seek grant funding to support students and staff initiatives	Superintendent CFO		TBD 
4G	Review the effectiveness of the district's grant spending and prioritize existing initiatives such as 1 to 1 technology. Assess the amount of funds that are being returned.	Superintendent CFO		TBD 
4H	Review the district's transportation data relative to on-time bus arrivals with a targeted focus of increasing instructional hours. Initiate monthly joint meeting of district and bus company personnel. Assess the usefulness of current systems such as transportation routing system	Superintendent CFO		TBD 
4I	Strategic in spending Cares Act Funds	Superintendent CFO		TBD 
4J	Engage with union leaders and review employee contracts, salary schedules and benefits	Superintendent CFO		TBD 





4K	Evaluate the overall effectiveness of the district's use of procurement cards and the relevancy as it pertains to current processing and approval of payments.	Superintendent CFO		TBD 
4L	Establish a monthly joint operations meeting consisting of district management personnel and management personnel from the transportation company (first student) and the food service company (Sodexo) with the focus being increased effectiveness.	Superintendent CFO		TBD 






Goal 5: Establish trust and confidence from the community at-large and with TEAM PTHSD by creating opportunities to listen and learn from a multitude of stakeholders – including stakeholders who are not currently engaged and those who have become disengaged with PTHSD.








OBJECTIVES:

1. Increase personal knowledge and understanding of the *PTHSD* community, its culture, traditions, and history.
2. Establish positive, professional, and collaborative relationships with all internal and external stakeholders and reengage stakeholders to become active supporters and participants of the *PTHSD* community.
3. Communicate an understanding and ownership of the district's Vision, Mission, and Beliefs, as an organization dedicated to providing the best possible education for every child.
4. Recognize accomplishments of students, parents, staff, community members and leaders.
5. Promote ongoing professional and collaborative relationships with the district's operations divisions in order to foster the non-academic needs of students to maximize their academic potential.

	<u>Action</u>	<u>Sponsor</u>	<u>Comments/Results</u>	<u>Status</u> Completed  In Progress/Ongoing  Not Started 

5A	Assess the quality, quantity and effectiveness of external communication to include communications with and between the policy makers, community leaders, business leaders and faith-based leaders.	Superintendent	<i>(Meeting date(s) to be confirmed)</i>	TBD 
5B	Schedule meetings with various parent organizations for initial listening and learning sessions and discuss critical issues facing the system while creating opportunities for rich, authentic engagement.	Superintendent	<i>(Meeting date(s) to be confirmed)</i>	TBD 
5C	Meet with parents who are not active members of traditional school organizations to listen and learn and to discuss critical issues facing the system in an effort to enhance engagement with these parents.	Superintendent	<i>(Meeting date(s) to be confirmed)</i>	TBD 
5D	Schedule informal “meet and greet” opportunities for the community members by attending school and community events.	Superintendent	<i>(Meeting date(s) to be confirmed)</i>	TBD 
5E	Meet with Proviso Township elected officials to listen and learn about areas of concern as well as opportunities for growth and solutions to challenges facing the system. Determine and adjust current protocols to routinely communicate with this group while advocating for the children of <i>PTHSD</i> and public education more broadly.	Superintendent	<i>(Meeting date(s) to be confirmed)</i>	TBD 
5F	Establish a monthly meeting with City’s Mayor	Superintendent	<i>(Meeting date(s) to be confirmed)</i>	TBD 
5G	Meet with state education leaders (Illinois School Board of Education), and the Governor’s point person on education) for an initial listening and learning session to understand their concerns, discuss critical issues facing the district, and solicit their support. Establish a routine communication protocol with these groups.	Superintendent	<i>(Meeting date(s) to be confirmed)</i>	TBD 

5H	Begin to network with state education leaders, area superintendents and colleagues, and superintendents across the state to discuss critical issues facing public education and develop a platform for advocacy for <i>PTHSD</i> and public education throughout the country.	Superintendent	<i>(Meeting date(s) to be confirmed)</i>	TBD 
5I	Set up initial listening and learning sessions with key leadership and organizations to hear concerns and hopes for the school system; discuss critical issues facing the system and solicit support in moving the system forward. These organizations should include but not be limited to: *Key leadership across corporate, business, foundation (especially the education foundation), civic, non-profit, philanthropic, military, public safety, colleges and universities and other organizations as well as their professional organizations and affiliations. *Community faith-based organizations, key religious leaders, and their professional organizations and affiliations. *Key organizations such as the Chamber of Commerce, Community service clubs, and other similar organizations.	Superintendent Communication Department	<i>(Meeting date(s) to be confirmed)</i>	TBD 
5J	Schedule introductory meetings with members of the local media and establish protocols for communication with these outlets. Offer to meet with the editorial Board of local media. The objective is to establish a framework for collaboration that is open, honest, transparent and accurate.	Superintendent, Communication Department	<i>(Meeting date(s) to be confirmed)</i>	TBD 
5K	Visit campuses and spend time with faculty and staff members.	Superintendent	Campus Chats <i>(Meeting date(s) to be confirmed)</i>	TBD 
5L	Assess the quality, quantity and effectiveness of internal communication to include communications with and between the BOE, administration, principals, teachers, support staff and students.	Superintendent	<i>(Meeting date(s) to be confirmed)</i>	TBD 

5M	Meet with principal, teacher and support staff organizations and committees to listen and learn about the perceptions and gain understanding of the various challenges facing the system as well as its strengths and solutions for moving the school system forward to meet strategic objectives.	Superintendent	<i>(Meeting date(s) to be confirmed)</i>	TBD 
5N	Schedule meetings with established student leadership organizations. Work with these groups to identify key priorities for strategic growth and improvement and to create solutions to students' identified challenges. Establish an ongoing rapport with these groups (i.e. student council, superintendent student advisory committee or athletes in education)	Superintendent	<i>(Meeting date(s) to be confirmed)</i>	TBD 
5O	Review district's safety and crisis communication plan	Superintendent	<i>(Meeting date(s) to be confirmed)</i>	TBD 
5P	Provide mentorship and conduct motivational speeches at school events.	Superintendent	<i>(Meeting date(s) to be confirmed)</i>	TBD 
5Q	Determine the feasibility of administering a survey to all school principals to assess central office support of school functions and operations.	Superintendent Communication and Research Departments	<i>(Meeting date(s) to be confirmed)</i>	TBD 
5R	Determine the feasibility of administering a survey to all employees to obtain employee feedback around organizational efficiency and effectiveness.	Superintendent Communication and Research Departments	<i>(Meeting date(s) to be confirmed)</i>	TBD 
5S	Attend and observe district's graduation ceremonies	Superintendent Executive Leadership Team	<i>(Meeting date(s) to be confirmed)</i>	TBD 

Key Questions for All Stakeholders will include:

1. What are the strengths of *PTHSD*?
2. What areas need improvement in *PTHSD*?
3. What should be the priorities of the district?
4. How can we raise the bar of academic success for all students and eliminate resource gaps?
5. What will it take to make *PTHSD* the best School District in the country/world?

Completion of the Entry Plan

The Board of Education will have access to this document on a monthly basis. This will allow the BOE-Superintendent team to create, revise, and/or fine-tune the direction of the District and modify the individual and District goals in the superintendent of schools' evaluation; final revisions shall be completed after the second BOE/Superintendent Retreat.

The community will receive monthly updates via the District's website.

This entry plan shares similarities of plans presented in Charlotte Mecklenburg Schools, San Diego Unified School District, Birmingham City Schools, and Kansas City Public Schools. This plan, while containing similar goals, objectives, and strategies of those respective districts, has been developed specifically as a guiding structure as I transition into the role of Superintendent of Schools for the Proviso Township Public School District 209.