

Entry Plan

For Superintendent Wade Smith



2016 – 17 School Year

Entry Plan Goal:

I will “hit the ground learning” through intentional engagement, reflective listening, and active participation, in order to ensure a transparent, thoughtful, and supportive transition for Walla Walla Public School students, staff, and stakeholders.

Entry Plan Timeline:

The entry plan process extends formally over a six-month period and is sequenced into four phases:

- Phase 1: Introduction (July – August, 2016)
- Phase 2: Listening to Understand (September – October 2016)
- Phase 3: Making Sense (October – November 2016)
- Phase 4: Engagement & Planning (November – December 2016)

Following Phase 4

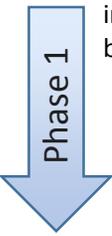
Strategic Plan Development
(January 2017 – June 2017)



Entry Plan Commitments and Shared Understanding:

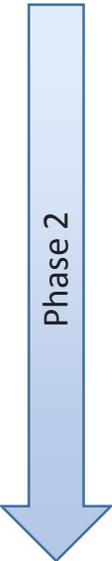
- Although a change in leadership can be an exciting time for a school district and its stakeholders, it is also important to embrace the reality that there will be confusion. It will take time for students, staff and our community to make the transition, to get to know me, to build trust, and to understand my leadership style and personality.
- It is my intention to engage as many stakeholders as possible, both within the organization and outside, in order to understand our current reality. I look forward to learning about the hopes, dreams, concerns, and ideas we all share for our students and their collective success.
- I will structure purposeful interactions throughout the first six months of the year to ensure a diverse and deliberate opportunity for stakeholder input.
- I will listen reflectively to the feedback received and affirm that significant changes to current practice will not be initiated during this transition time.
- I will openly process and share my findings with the Board of Education and community.
- Together, we will use the information gathered to establish a collective vision, deliberate goals for student learning, and a shared consensus around how best to achieve and support our objectives through strategic planning.

Introduction (*July – August, 2016*) The purpose of this first phase is to provide direction for the first two months of entry into the superintendent position. The activities described below are meant to provide personal introductions and begin establishing relationships with both internal and external stakeholders. I will,



- Structure opportunities to meet and greet the various constituent groups, such as school board members, administration, professional and support staff, and community organizations.
- Partner with the previous superintendent, current district leadership, and central office team to ensure a smooth start to the school year for students and faculty.
- Use initial observations and reflections to generate inquiry questions during phase two.

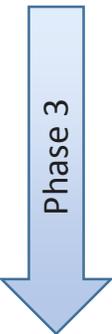
Listening to Understand (*September – October 2016*) In Phase Two, intentional meetings are held with members of the various constituent groups (e.g. school board, administration, teachers, support staff, parents, students, community). During these meetings, opportunity is created for me to listen and learn, as well as to begin capturing critical feedback, perceptions, and information to be used in order to develop a picture of both our past and present reality. The activities described below also work to generate trust, respect, credibility, and stability. I will,



- Engage in active conversations, in one-one-one or small group settings, with school board members, district and building leadership, professional and support staff, parents, students, and community stakeholders.
- Actively participate in as many community and school-based activities as my schedule permits.
- Be visible in the schools, committing myself to at least one day a week for classroom visits and staff/student engagement.
- Collect, review, and organize a comprehensive profile of the school district based upon multiple measures categorized by previous perception surveys, student performance results, and other indicators demonstrating student learning and success criteria.



Making Sense (*October – November 2016*) Phase Three provides members of the constituent groups with the collective results from the *Listening to Understand* phase. The findings from the interactions, coupled with the data profile of the district, are used to create a picture of the present realities in order to help inspire a collective vision for the future. The activities conducted in this phase are used to build understanding, consensus and new thinking. I will,



- Facilitate an internal review, with district administration and board of education, of the present realities and patterned perceptions, insights, processes, and performance data gained from the first two phases of the entry plan process.
- Meet with staff and various constituent groups to share the collective data.
- Through shared dialogue, interaction, and reflection, begin developing a common awareness and understanding of the perceived strengths, weaknesses, opportunities, and challenges facing Walla Walla Public Schools.

Engagement & Planning (*November – December, 2016*) Phase four of the entry plan synthesizes and communicates the prior three phases of work in order to partner with stakeholders as we begin to plot a vision and direction for the future of Walla Walla Public Schools. A deliberate action plan with identified target outcomes will be created, providing the framework for the districts' strategic planning process (January – June 2017) and final product.



Together, We Will,

- Use the information gathered, in partnership with school board members and district stakeholders, to begin the work necessary to plot a future vision and direction for the district that is innovative, responsible, accountable, and well-communicated.
- Work with school board members and district stakeholders to begin identifying and creating actionable strategies necessary to understand and realize the vision.
- Establish a long term Strategic Plan by July 2017 that is focused, attainable, well-understood, and supported in order to provide consistency, clarity, and purpose to our core mission of educating current and future students of Walla Walla Public Schools.