

Superintendent of Schools

2011-12 ENTRY PLAN

SAU #39

Amherst, Mont Vernon, and Souhegan Cooperative School
Districts

Presented to: SAU #39 Combined School Boards (SAU Board)
Tuesday, August 16, 2011

Presented by: Superintendent Peter Warburton

“Remember that your leadership will be judged, not by the changes you make or how quickly you make them, but how you rally a team around a common goal.”

-Doug Reeves

An Entry Plan in Four Phases:

Phase 1 -Pre-Entry visits and conversations, **February-June, 2011**

Phase 2 -Presentation of 'DRAFT' Entry Plan and preliminary Goal Setting session with SAU #39 Board, **August 16, 2011**

-Presentation of 'revised' Entry Plan and SAU #39 Board goals w/facilitator, **September 22, 2011**

Phase 3 -Entry Plan 'progress reports' with SAU #39 Board: **October, January, April , and June**

Phase 4 -Entry Plan 'summative report' and 2012-13 goal setting with SAU #39 Board, **July, 2012**

Phase One: Pre-Entry (February 17- June 30, 2011)

During the days and months following my formal election this past February as the new superintendent of SAU #39, and in an attempt to “hit the ground learning” in July of 2011, I had the opportunity to attend a number of functions, meet with different constituent groups, and have conversations with the Brick School staff, Board members, SAU #39 Leadership Team, and community members in Amherst and Mont Vernon.

This time, along with the number of conversations and people I met, served as a solid ‘beginning’ foundation to my work in SAU #39. The following two slides/pages highlight those ‘visits.’

- February 17 Meeting with SAU #39 School Board
Elected as the new superintendent of
SAU #39
- March 3 Meeting with various members of the
SAU #39 staff
- March 11 “Community Supper” at the Mont
Vernon Village School
- March 18 Amherst Middle School Play, ‘Dear
Edwina, Jr.’
- April 2 Souhegan High School Play, ‘Fiddler on
the Roof’
- April 12 Amherst PTA at Wilkins School
- April 19 ‘Coffee Chat’ with Mont Vernon PTA
Meeting with various members of the
SAU #39 staff
- April 21 SAU #39 School Board meeting

April 27	Meeting with various members of the SAU #39 staff
April 28	Meeting with Mary Jennings
May 14	'Spring Fling' in Mont Vernon
May 26	'Writing Festival' at Wilkins School
May 28	Meeting with Mary Jennings
May 31	Initial negotiations session with members of the MVEA
June 6	Initial Negotiations session with members of the ASSA
June 17	Souhegan High School Graduation
June 20	Mont Vernon 6 th Grade Graduation

Phase 2: Entry (July 1-December 31, 2011)

Focus Areas:

1. Assimilation into the schools and communities of SAU #39
2. Promoting achievement and equity for all students and staff
3. Auditing of present practices and policies, initiatives and strategic planning in SAU #39
4. Enhancing collaborative work and facilitative leadership in SAU #39
5. Initiating 'accountability' conversations with all constituents in SAU #39

Working Plan for Focus Area #1: **Assimilation**

Carry on and celebrate the ‘good work’ already evident in SAU #39

Create and sustain a positive public image for the office of the Superintendent and the work of all staff in SAU #39

Develop a plan to communicate regularly using tools that embody best teaching and collaborative practices

Organize a ‘community outreach plan’

Promote positive School Board and Superintendent relations

Working Plan for Focus Area #2: ***Achievement/Equity***

Create a process to review the following at all grade levels in all buildings:

- testing protocols, procedures and achievement levels
- curriculum and programming
- instructional and grouping practices
- course offerings
- RTI (Response to Intervention) and DI (Differentiated Instruction)
- special education
- transitions from building to building
- evaluation processes
- arts and music programs
- after school programs and Extended Learning Opportunities
- technology as an 'environment' for learning
- 21st Century Learning

Working Plan for Focus Area #3: **Auditing of Present Practices**

In the following areas with two thoughts in mind:

Identify successes and barriers

Instruction

Curriculum

Assessment

Leadership

Staffing

Enrollment

Facilities

Financials/Budgeting

Community Relations

Communication

Transformational and Facilitative Leadership

Professional Development and Professional Collaboration

Working Plan for Focus Area # 4: ***Enhancing Collaborative Work and Facilitative Leadership***

Continue the present structure of staff meetings among and between the districts (professional development, math review committee, Leadership Team meetings, etc...) as well as widening the circles of our collaboration

Review short and long range facilities planning

Review budget and grant procedures and protocols

Promote and encourage Facilitative Leadership practices throughout SAU #39

Review evaluation policies and procedures for staff and administration

Working Plan for Focus Area #5: **Accountability**

Analyze available data (testing, evaluations, etc...)

Develop accountability action plans where necessary

Mindset: The New Psychology of Success and How We Can Learn to Fulfill our Potential –by Dr. Carol S. Dweck

Within this new leadership venture for me in SAU #39, I will be referencing the work of Dr. Dweck. In the introduction of her book, Dr. Dweck writes the following:

“In this book, you will learn how a simple belief about yourself – a belief we discovered in our research – guides a large part of your life. In fact, it permeates every part of your life. Much of what you think of as your personality actually grows out of this “mindset.” Much of what may be preventing you from fulfilling your potential grows out of it.”

“Did you know that Darwin was considered an ordinary child? That Ben Hogan, one of the greatest golfers of all time, was completely uncoordinated and graceless as a child? That the photographer Cindy Sherman, who has been on virtually every list of the most important artists of the twentieth century, *failed* her first photography course? That Geraldine Page, one of our greatest actresses, was advised to give it up for lack of talent?”

“... the belief that cherished qualities can be developed creates a passion for learning. Why waste time proving over and over how great you are, when you could be getting better? Why hide deficiencies instead of overcoming them? Why look for friends or partners who will just shore up your self-esteem instead of ones who will also challenge you to grow? And, why seek the tried and true, instead of experiences that will stretch you?”

Let's plan to 'stretch our *Mindset*' together this year!