

What leads to
Success?

Take one of your goals and build out
3-5 actions you believe necessary
to meet the goal.

You got the job...
What next?

Plan/
Work



What's Your
Plan?

GOALS

Success

Springfield Public Schools

Listening and Learning

Superintendent's Entry Plan Report

Dr. John Jungmann

November 11, 2014



"There are wonderful, smart, dedicated people in this district that, given the opportunity, can create positive change and growth that will impact our students, families, community, our future."

-SPS employee

"Your work is going to fill
a large part of your life, and
the only way to be truly
satisfied is to do what you
believe is great work. And
the only way to do great
work is to love what you
do."

-Steve Jobs

ENVISIONING EXCELLENCE

CREATING A COLLECTIVE VISION FOR SPRINGFIELD PUBLIC SCHOOLS

Write down two goals you would have in
your transition to a new district or job?



You got the job...

What next?

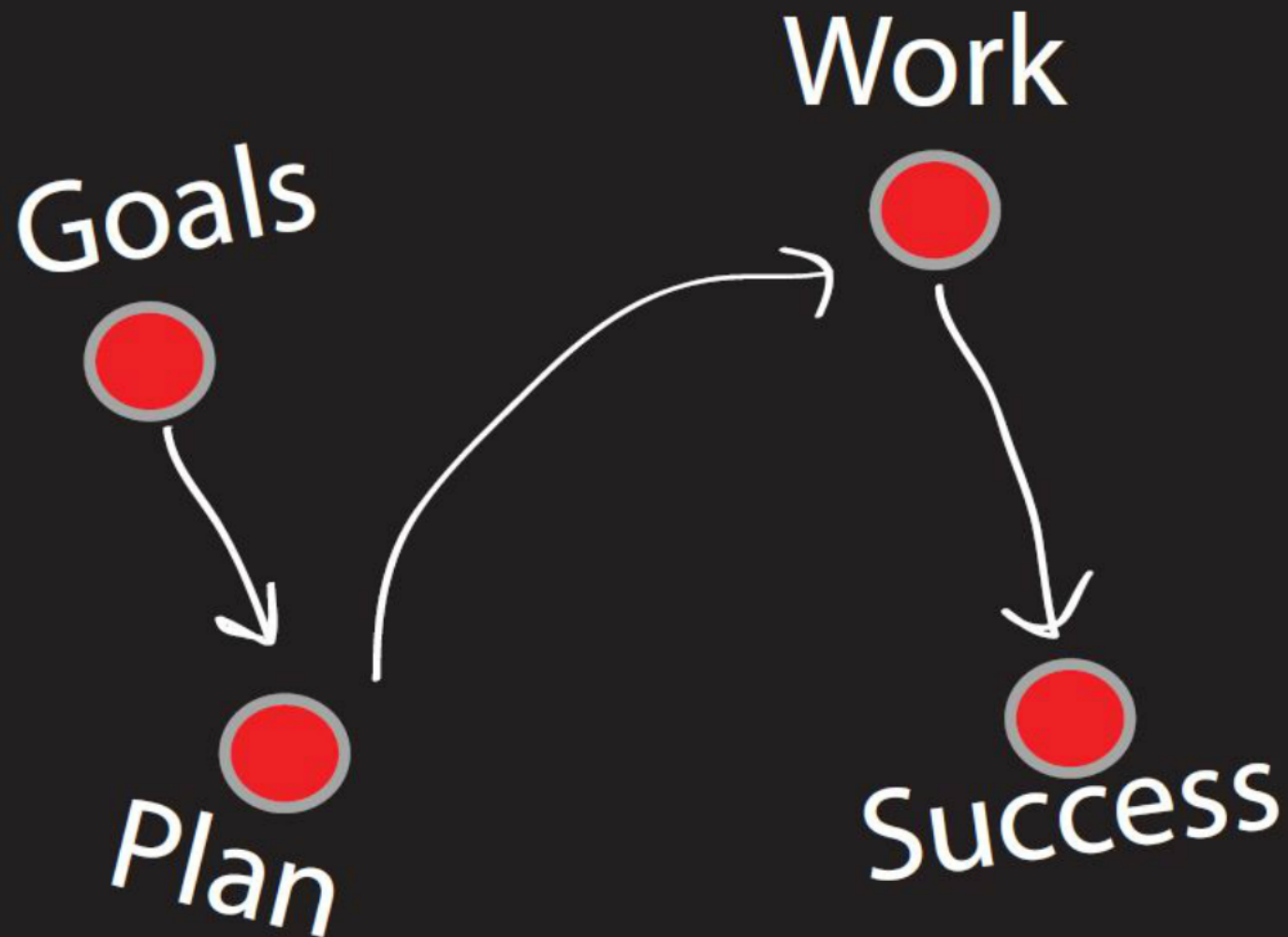
“The secret to change is to focus all of your energy, not on fighting the old, but on building the new.”

-Socrates

What leads to

Success?

SUCCESS STEPS



Write down two goals you would have in your transition to a new district or job?



GOALS

1. Create a structure to listen and learn
2. Establish a strong working relationship with the Board of Education
3. Study district's student performance status and financial condition of system
4. Promote a culture of excellence and continuous improvement

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2. Establish a strong working relationship with the Board of Education
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3-5 actions you believe necessary
to meet the goal.

Listening and Learning Tour

GOAL #1

Internal:

- Employee Associations
- Employee Leadership Groups
- Student & Parent Organizations
- Teachers & Support Staff

External:

- Regional and Community key corporations, businesses, foundations, higher-education leaders, etc.
- Regional Politicians
- Chamber of Commerce & Service Clubs
- Faith Based Community

Other:

- Identify community media outlets and establish a routine communication protocol for regular and urgent communications
- Assess the quality, quantity and effectiveness of all existing forms of communication with all stakeholders
- Create communication plan for information dissemination from the district office including blog posts and utilization of other social media

GOAL #2

Board Relations

- Share entry plan for feedback, suggestions & approval
- Establish meeting time with BOE president & vice president for reviewing/constructing agendas
- Individual meetings with BOE members
- Hold BOE retreat to discuss & establish communication protocols, roles & responsibilities

Plan/ Work

GOAL #1

Provide a culture of excellence & continuous improvement with a focus on student achievement

- Review the strategic plan
- Meet with internal groups to determine what needs to be done to increase student achievement
- Research and analyze best practices & think of the district & building trends for continuous improvement
- Research & examine local strategies of schools to district performance & goals strategy
- Review all district, reports and audits by outside agencies
- Meet with the staff & review current state of performance, strategy
- Partner central office divisions to determine focus on student achievement & for communication of strategic planning
- Conduct research with central office team to review the strategic plan, improvement plan, budget & assessment data and determine resources used to measure leadership team structure & practice

GOAL #3

- Student Performance & Financial Condition
- Review student data
 - Request briefings on district & school-building student data review processes
 - Explore & assess continuous improvement programs for district-level, building-level & teacher-level implementation
 - Review programming for special populations
 - Review current evaluation systems for effectiveness & accountability
 - Assess professional development plan
 - Review status of budget/funding streams

GOAL #1

Listening and Learning Tour

Internal-

- **Employee Associations**
- **Employee Leadership Groups**
- **Student & Parent Organizations**
- **Teachers & Support Staff**

External-

- **Regional and Community key corporations, businesses, foundations, higher-education leaders, etc.**
- **Regional Politicians**
- **Chamber of Commerce & Service Clubs**
- **Faith-Based Community**

Other-

- **Identify community media outlets and establish a routine communication protocol for regular and urgent communications**
- **Assess the quality, quantity and effectiveness of all existing forms of communication with all stakeholders**
- **Direct communication plan for information dissemination from the district office including blog posts and utilization of other social media**

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GOAL #3

Student Performance & Financial Condition

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- **Request briefings on district & school-building student data review processes**
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- **Review programming for special populations**
- **Review current evaluation systems for effectiveness & accountability**
- **Assess professional development plan**
- **Review status of budget/funding streams**



"Oops! My mistake. That was the yearly budget estimate, not the monthly estimate."

GOAL #4

Promote a culture of excellence & continuous improvement with a focus on student achievement

- **Review the strategic plan**
- **Meet with student groups to determine what needs to be done to increase student engagement**
- **Research and foster key celebrations & rituals at the district & building levels to acknowledge accomplishments**
- **Research & promote broad recognition of success in district publications & public meetings**
- **Review all studies, reports and audits by outside agencies**
- **Meet with key staff & review personnel quality performance systems**
- **Review central office structure to determine focus on student achievement & for maximization of operational efficiency**
- **Conduct retreat(s) with central office team to review the strategic plan, improvement plans, recent achievement data and upcoming vacancies and to discuss leadership team structures & practices**



ENVISIONING EXCELLENCE

CREATING A COLLECTIVE VISION FOR SPRINGFIELD PUBLIC SCHOOLS

Success



ENGAGING. RELEVANT. PERSONAL.

EVERY LEARNER ★ EVERY DAY

OUR MISSION

Prepare all students for tomorrow by providing engaging, relevant and personalized educational experiences today.

OUR VISION

Serve as a catalyst for lifelong learning, equipping students for their futures.

OUR COMMITMENTS

We believe all individuals have potential and we must commit to the following behaviors:

- Embrace the needs of the whole child.
- Create, communicate, and demonstrate high expectations.
- Inspire and instill a passion for learning.
- Demonstrate flexibility, agility and adaptability.
- Foster a culture that supports and engages high quality teachers and leaders.
- Cultivate community ownership.
- Maintain a safe and secure learning environment.
- Engage all staff to positively impact student success.

FOCUS 1. STUDENT SUCCESS AND LEARNING SUPPORT

Promote, create and maintain a safe and secure environment that supports the physical and emotional well-being of all students.

Each student will have equitable access to engaging, relevant and personalized learning experiences that positively impact academic achievement and personal growth.

Each student will be equipped to solve problems through critical thinking, creativity, communication and collaboration.

FOCUS 2. EMPOWERED AND EFFECTIVE TEACHERS, LEADERS AND SUPPORT PERSONNEL

Create a culture that empowers employees and provides each student access to a qualified and effective teacher in every classroom, an effective principal in every school and an effective employee in every position.

FOCUS 3. FINANCIAL SUSTAINABILITY AND OPERATIONAL EFFICIENCY

Seek, align, manage and optimize resources for improved student success while remaining financially sustainable.





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