

LISTEN, LEARN, LEAD

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Superintendent of Schools

90 DAY ENTRY PLAN UPDATE

October 17, 2019

PURPOSE

Provide an update on the course of events during my first 90 days, while working to:

- Develop a firm foundation of trust, transparency and collaboration
- Grow a strong commitment for the future by embracing a culture of continuous learning by innovating, advocating and leading together
- Implement action steps to best develop a renewed vision
- Engage our community toward a 2020 Vision

BOARD OF EDUCATION

A CULTURE OF LEARNING AND CONTINUOUS IMPROVEMENT

MEDIA/COMMUNICATIONS/MARKETING

LEGISLATIVE ADVOCACY

FOUR AREAS OF FOCUS

BOARD OF EDUCATION

Purpose: Establish a working relationship to support the focus, purpose and direction of Waterford School District.

- Established a consistent schedule of meetings with all board members (monthly)
- Brought in MASB to facilitate a Board Governance Workshop (August)
- Planning formal board/superintendent training through MASB on the superintendent evaluation tool (in process)
- Working through a process with MASB to identify top focus areas on protocol for internal communications, committee meetings and expectations of the Board-Superintendent Team
- *Waterford Hero* added to regular meeting agendas to celebrate accolades
- Celebrations of Learning will be a regular agenda item at each Board of Education meeting

BOARD OF EDUCATION

Purpose: Establish a working relationship to support the focus, purpose and direction of Waterford School District.

- Utilize my Superintendent's Report to share exciting news on academics, arts and athletics
- Weekly Board Notes provide relevant, timely communication on district matters
- Preparing for a strategic plan as I listen and learn across the District
- Survey Waterford internal and external stakeholders (November)
- Schedule a community forum (January)
- Strategic Plan Retreat (February); MASB for facilitation of action plan

A Culture of Learning and Continuous Improvement

Purpose: Align entire organization around a culture of learning and professional learning communities.

STAFF

- Regular meetings with Superintendent's Cabinet (weekly)
- Regular meetings with Superintendent's Leadership Team (monthly)
- One-on-one meetings with 40 administrators and supervisors (July - September)
- Meetings with Teaching & Learning staff to review current professional learning structures, goals, results and next steps (July - September)
- Addressed staff at Opening Day; Theme - We are Waterford (August)
- Created the Academic Profile Task Force (September) with Expected Board Work Session (December)
- Visited each building to see teaching and learning in action (September - October)
- Established regular meetings with union leadership (monthly)
- Began a review of tier one, tier two and tier three supports (ongoing)
- Began planning phase relative to the strategic planning process (January)
- Create Waterford School District organizational chart

A Culture of Learning and Continuous Improvement

Purpose: Align entire organization around a culture of learning and professional learning communities.

STUDENTS

- Student/Superintendent Advisory Council
 - Leadership students from Mott, Kettering and Durant High Schools
 - Meeting in November, January and May
- Classroom visits
 - Initial building visits
 - Ongoing classroom visits
- Attend student events and activities (Ongoing)
 - First day of school
 - Athletic events
 - Homecoming event judging
 - Durant High School Picnic
 - Rotary Awards
 - Most Improved Luncheon

A Culture of Learning and Continuous Improvement

Purpose: Align entire organization around a culture of learning and professional learning communities.

SUPERINTENDENT PROFESSIONAL DEVELOPMENT

- Title IX Training – Thrun Law Firm (August)
- MASA Fall Conference (September)
- New Superintendent's Leadership Academy (ongoing)
 - Supports superintendents who are in the first three years
 - Six in-depth sessions held throughout the year
 - Healthy Organizations
 - Finance, Facilities & the How-To of Bond Election
 - Building Cohesive Governance Teams
 - Legal Issues, Legislation and Policy
 - Negotiations
 - Communications
- Infused 360 Business Conference 2019 – Waterford Chamber of Commerce (October)

MEDIA/COMMUNICATIONS/MARKETING

Purpose: To engage and communicate the district's vision of innovation, renewal and the way forward.

- Appointed new Director of Communications and Community Relations (September)
- Identified “Key Communicators” to share specific district news
- Working with Middle Cities to review enrollment trends
- Focus on student retention
- Televised appearance on Township Supervisor Gary Wall’s show, *Inside Waterford (October)*
- Developed a plan for the replacement of the electronic signs at both high schools
- Developed the monthly e-newsletter to share the great things happening in our schools
- Scheduled to speak at the Waterford Youth Assistance Annual Meeting (October)
- Scheduled to speak at the State of the Township (February)

MEDIA/COMMUNICATIONS/MARKETING

Purpose: To engage and communicate the district's vision of innovation, renewal and the way forward.

- Reviewed parent/community structure for two way communications
- Working to schedule visits to PTA/PTO meetings (October - January)
- Creation of the District Parent Council
 - 3 parent representatives from each secondary school
 - 2 parent representatives from each elementary school
 - Meet 3-4 times per year
- Consider Teaching/Learning Advisory Committee
 - Building Administrator
 - Teacher from each level/building
 - WEA Board
 - Cabinet
 - Superintendent
- Met with a group of parents considering School of Choice outside the district
- Met with various parents to discuss areas of concern

MEDIA/COMMUNICATIONS/MARKETING

Purpose: To engage and communicate the district's vision of innovation, renewal and the way forward.

- Met with Dr. Cook-Robinson, Superintendent, Oakland ISD
- Met with Dr. Michael Yocum, Assistant Superintendent, Oakland ISD
- Met to discuss current and future community partnerships with various organizations
 - Waterford Youth Assistance
 - Waterford Coalition for Youth
 - Waterford Foundation for Public Education
 - Waterford Rotary
 - Waterford Optimist Club
 - Waterford Township Officials
 - Waterford Area Chamber of Commerce
 - Metro Bureau

LEGISLATIVE ADVOCACY

Purpose: Establish a supportive, open door partnership with our local and statewide elected officials.

- One on one meeting with Representative Andrea Schroeder (August)
- Education Advocacy Luncheon with Representative Schroeder (monthly)
- Support the work of the Parent Education Advocacy Committee
- Meeting with State Superintendent Rice (September)
- Meeting with MDE and State Superintendent Rice (October)
- Monthly Oakland County superintendent/legislator meetings
- Ongoing focus on legislative advocacy and the School Finance Research Collaborative through:
 - Oakland County Superintendent's Association
 - Tri-County Alliance Superintendent's Association
 - Middle Cities Superintendent's Association
 - Michigan Association of Superintendents & Administrators

NEXT STEPS - SYSTEMS OF EXCELLENCE

- Academic Profile Task Force
 - Short/Medium/Long Range Action Steps
- Professional Learning Communities; Book study
- Design and implement process for Waterford Facility Excellence
- Building understanding of District and momentum toward our Strategic Plan
- STEM program enhancement and improvement
- Class size/staffing analysis and review

NEXT STEPS - SYSTEMS OF EXCELLENCE

- Curriculum alignment and review
- Consider student transition processes K, 5-6, 8-9, 12
- Ensure high expectations for all
- Building utilization - 1, 3, 5 years
- Fiscal/budget planning 1, 3, 5 years
- Exit interview process - Annual HR data report and recommendations
- Create Waterford Pathways to Opportunities publication
- Aggressive communications action steps from 90 Day Plan
- District website redesign
- Determine data metric to measure our progress

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Questions?