

ENTRY PLAN

In my work as Superintendent of the Worcester Public Schools, I seek to more fully understand the challenges the schools are facing, and the opportunities that exist to help these challenges. I intend to use a systematic approach to gathering information from a wide variety of educators and community members. I plan to examine district documents and operational practices that have guided the school district. I will conduct interviews, complete document reviews, spend time in schools and classrooms and perform an analysis of procedural and operational structures and functions.

INTERVIEWS

Interviews have been ongoing since May 2016. My goal is to meet a wide range of constituents in order to build an understanding of current practices. Personal interviews will be conducted with representatives from all areas of school staff and key individuals from the community. In addition, I will make myself available to staff, parents and community members who have an interest in sharing their thoughts and ideas about the district.

DOCUMENT ANALYSIS

In order to gain an understanding of the operational practices of the school district, I will conduct a thorough examination of the following documents:

Budget and budgeting processes (FY16)

Curriculum Documents

District and School Improvement Plans

Professional Development Plans

High School Program of Studies

Coordinated Program Review Documents

Department of Justice Report

Contracts/ Grants/ MOU's

Assessment results (MCAS, PARCC, MAPS, AP, SAT, Early Reading Assessments)

Safety Protocols

Staff, Parent and Student Surveys

SCHOOL AND CLASSROOM OBSERVATIONAL DATA:

Another main source of data that will help me understand how well the WPS is functioning will come from visits to schools and classrooms. These visits will help me to know how teaching and learning are occurring in the schools. It will also serve to establish a climate of support and communication with each school.

ADDITIONAL CONSIDERATIONS:

I will attend and participate in community events. Through my participation in these events, I will gather information from the community that will be helpful in developing partnerships and in branding the WPS as the schools of choice for Worcester families.

DISTRICT REPORT:

On October 12, 2016 at 6:00 p.m. at the Durkin Administration Building, I will present a report to the community on my first 100 days. On November 3, 2016, I will present the entry plan and report to the Worcester School Committee. The report will contain an analysis of the data gathered through this entry process, highlighting strengths and opportunities for growth in key areas.