Warren County Schools
100 Day Entry Plan

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Mission

I am honored to be the new superintendent of Warren County Schools. I look forward to partnering with all stakeholders in order to ensure that our children are provided with the best education possible and to prepare them for life.

I will ensure an equitable education by valuing the differences within our community and I will provide resources and support mechanisms to ensure individual student success.

Our students will be afforded a quality education through the enhancement and development of a challenging curriculum. My focus will be to build on our current successes while seeking other opportunities to enrich and amplify opportunities.

I will listen through various platforms to encapsulate the desires of the entire school community which will foster an open and trusting environment.

Goals

1. Build a positive, transparent, and collaborative governance model with the Warren County School Board
2. Listen and learn from students, faculty, staff, and community members to gain insight on strengths, improvements, and challenges of the school system/Create a strong and supportive environment by valuing the entire Warren County School Community
3. Listen to understand the values and ideologies of the entire school community
4. Ensure student and school success
5. Focus on fiscal responsibilities with directors, principals, school board, community, county administrator, and the board of supervisors
Philosophy

To directly impact student achievement and school improvement, I will LISTEN through formal and informal meetings, engage students, teachers, parents, school administrators, and the entire community with the intent to understand their aspirations for education. I will create a system of TRUST by listening and understanding the needs of the school community as a whole and by involving the various stakeholders in the decision making process. I will LEARN by analyzing and reporting organizational performance outcomes and I will seek feedback that will directly shape policy and reform. I will SHARE my story along with my philosophies and values in order to enable dialogue. I will BUILD long-lasting relationships by working alongside the various community organizations and businesses within the division. I will SEEK guidance to help effectively manage the system by understanding the hopes and dreams of the school community. I will CREATE teacher leaders by opening the decision-making process throughout the entire system. I will DEVELOP an inquiry-based work and learning environment throughout the entire system. I will OPEN my door to create an atmosphere where staff members will feel welcome to voice their concerns and ideas without fear of retribution. I will WORK alongside of the faculty in order to show my dedication to the profession and to their service. I will be FAIR when making decisions and I will evaluate all possible solutions to ensure equity. I will not be afraid to EXPLORE new and innovative solutions that will dare students and teachers to seek new adventures. Finally, I will consistently CHALLENGE myself and the entire Warren County school community so that we can create the best educational system in Virginia.
Goal 1: Build a positive, transparent, and collaborative governance model with the Warren County School Board

1. Meet individually with each board member
2. Meet with the board president on a weekly basis
3. Develop and implement effective communication tools and practices between the board members and the superintendent
4. Review policies and procedures
5. Get up-to-date on finances, building projects, and other initiatives
6. Review the Warren County Schools' Strategic Plan
7. Listen and learn
Goal 2: Listen and learn from students, faculty, staff, and community members to gain insight on strengths, improvements, and challenges of the school system. Create a strong and supportive environment by valuing the entire Warren County School Community.

1. Meet with faculty as a group and on an individual basis
2. Organize departmental and principal meetings
3. Conduct home and business surveys
4. Walk the parent pick-up line
5. Lunch sessions with students
6. Student-led campus/building tours
7. Attend student activities and be available to everyone
8. Attend local civic meetings
9. Listen and learn
Goal 3: Listen to understand the values and ideologies of the entire school community

1. Get to know the faculty and staff on a personal basis
2. Tell my story
3. Open the decision-making process
4. Create teacher leaders
5. Create a climate of us
6. Key questions
   a. What should I know about Warren County Schools?
   b. What are the strengths of Warren County Schools that should be maintained?
   c. What are your strengths?
   d. What opportunities should we explore to enhance the educational process of all students?
   e. What challenges do teachers, administrators, and your school face?
   f. Tell me about you, your life, and your family.
7. Listen and learn
Goal 4: Ensure student and school success

1. Review current and past state report cards
2. Review site improvement plans
3. Identify areas of strength
4. Identify areas of weakness
5. Understand the reason for school performance level
6. Review curriculum used at the various levels
7. Identify data source programs that are reliable
8. Review Reading and Math supplemental programs at the elementary and middle school level
9. Review curriculum plans, pacing guides, assessment plans, and other curriculum guides
10. Listen and learn
Goal 5: Focus on fiscal challenges with the finance officer, directors, principals, school board, community members, county administrator, and the county board of supervisors

1. Review current budget development and implementation processes
2. Work collaboratively with the finance director, board, and county administrator to understand current budget and fiscal practices
3. Monitor revenue trends
4. Identify needs
5. Meet with county board of supervisors
6. Review gap groups and professional development plans and ensure equitable funding solutions
7. Listen and learn