

Entry Plan

For Executive Director
Jeffrey Spaletta



2018-2019 School Year

Entry Plan Focus:

My entry plan is designed to help me gather important information over my first sixty days. I will conduct intentional transition activities to listen and learn. I hope to maintain continuity as I begin to lead across the schools. A summary report will be presented at the conclusion of the entry plan, which will be the catalyst for short term actions of the strategic plan.

Entry Plan Timeline:

The entry plan process extends formally over a 60 day period and is sequenced into three phases:

- Phase 1: Listening (October 30, 2018 – December 5, 2018): 24 days
- Phase 2: Learning (December 6, 2018 – January 24, 2019): 25 days
- Phase 3: Leading (January 25, 2019 – February 8, 2019): 11 days

Entry Plan Commitments and Shared Understanding:

- Although a change in leadership can be an exciting time for a school system and its stakeholders, it is also important to embrace the reality that there will be confusion. It will take time for students, staff and our community to make the transition, to get to know me, to build trust and to understand my leadership style and personality.
- It is my intention to engage as many stakeholders as possible, both within the organization and outside, in order to understand our current reality. I look forward to learning about the hopes, dreams, concerns and ideas we all share for our students and their collective success.
- I will structure purposeful interactions throughout the first sixty days to ensure a diverse and deliberate opportunity for stakeholder input.
- I will listen reflectively to the feedback received and affirm that significant changes to current practice will not be initiated during this transition time.
- I will openly process and share my findings with the Board of Directors and community.
- Together, we will use the information gathered to establish a collective vision, deliberate action steps for student learning and a shared consensus around how best to achieve and support our objectives through strategic planning.

