

# 100 Day Plan

The overall objective of the 100 Plan is to listen, learn, and transform. It provides internal and external stakeholders an opportunity to share their experiences and beliefs on how to support our students. More importantly, the dialogue allows us to develop a synergy of ideas with the goal of collective impact where we mutually own the goal of becoming the best urban school district in the country to better serve our children. The process will culminate to form the foundation of the District's first Strategic Plan, which will be presented to the School Board for approval.

- **Meet with each board member individually to:**
  - Establish a relationship of mutual respect, trust, and understanding to improve student outcomes. To personally understand why board members ran for office and what they want to accomplish.
  - Gain a deeper understanding of their vision for the new District. What are the areas of excitement? Concerns? Opportunities?
  - Understand individual initiatives
  - Develop lines of communication to proactively and transparently communicate
- **Identify a partner for School Board and Superintendent to participate in Master Board Training. Use initial meetings to establish first-year Superintendent Evaluation**
- **Conduct thorough and multiple meetings to review District's financial status with Financial Review Commission and district senior budget staff. Include review of possible federal changes with new administration in Washington, D.C., and update on state education legislative and budget session**
- **Meet with Interim Superintendent to discuss transition and thoughts moving forward for the District. Attempt to meet with former District Managers**
- **Meet with District Union Leadership for each Collective Bargaining Unit to understand status of negotiations and contracts. Opportunity to hear vision of the new District from each unit's perspective**
- **Meet with District legal team and firms to review status of pending and possible litigation**
- **Meet with State Superintendent to discuss status of District and upcoming challenges**
- **Meet with Mayor, local, state, and federal representatives of the City**
- **Meet with members of Advisory Council for 2016-17 Academic Plan to review previous recommendations**
- **Visit schools daily with a focus on Priority Schools and those transferring from Education Achievement Authority (EAA)**
  - Walk classrooms
  - Listen to teachers, administrators, support staff, and students
- **Meet with Senior Staff**
  - Complete full SWOT analysis (strengths, weaknesses, opportunities, threats)
  - Thoroughly review student achievement data and financial status of each department
- **Hold focus groups with Teachers, Assistant Principals, Principals, and Students**
  - SWOT analysis
  - Upon culmination of focus groups, create synergy of ideas
- **Host town hall meeting across the community along with Board Members**
  - In the evenings or on Saturdays to accommodate parents and community
  - Listen to what parents want and need for their children
- **Schedule meetings with the Chamber of Commerce, non-profit organizations, and faith-based leaders**
- **Visit faith based institutions throughout the District and community**
- **Meet and greet with the media. Accept multiple media opportunities to engage the community**