

Six-Month ENTRY PLAN

Purpose: Establish strong relationships, assess organizational culture and performance, develop the culture of continuous improvement, and build the foundation for long-term success aligned with the district's strategic priorities.



Phase I	Phase II	Phase III
<p>Listening, Learning & Relationship Building (Days 1–45). August 1-Sept 15</p>	<p>Systems Review & Alignment (Days 45-80). Sept 15 - Nov 1</p>	<p>Planning & Initial Action (Days 80-130). Nov 1 - Dec 15</p>
<p>Key Actions:</p> <ul style="list-style-type: none"> ● Listening Tour: Meet with students, teachers, support staff, school leaders, parents, board members, and community partners. Conduct site visits to all HLWW schools and key community spaces ● Hold “Laker Voices” Feedback Forums: Town halls, classroom visits, lunchroom check-ins, and staff listening sessions. Invite feedback aligned to strategic focus areas. ● School Year Kick-off! 	<p>Key Actions:</p> <ul style="list-style-type: none"> ● Elementary Grade Level Configuration Implementation process developed ● PLC-Continuous Improvement Work across the district ● Establish a culture of listening via usage of a “Rounding” protocol 	<p>Key Actions:</p> <ul style="list-style-type: none"> ● Budget & Resource Analysis including Medium (2026-2027) and Long- Term Planning (3-5 years out) at November and December School Board Work Sessions ● Develop and propose a Strategic Plan Dashboard to assess progress
<p>Deliverables:</p> <ul style="list-style-type: none"> ● Draft metrics for Superintendent Evaluation- Introduced at July 28 School Board Work Session, Refined at August 25 School Board Work Session, Adopted at September 8th School Board Meeting ● Laker ‘Branding’: introduced to staff and community- Back to School Events ● Summary Report shared: “What I Heard” — Celebrations, opportunities, and improvements- Sept. 26 School Board Work Session 	<p>Deliverables:</p> <ul style="list-style-type: none"> ● Building/Department level School Continuous Improvement Plans established (SCIP’s) by September 19th ● “State of the District” presentation to School Board- October 13th Board Meeting ● SWOT. Analysis by strategic focus area- November 10th Board meeting 	<p>Deliverables:</p> <ul style="list-style-type: none"> ● Strategic Plan Dashboard Draft presented- December 8 School Board Meeting ● Budget parameters established for 2026-2027- January 12th School Board Meeting

Prepared by Superintendent Dan Edwards, Ed. D.