

Troy School District
Entry Plan July 2020 – June 2021
Eric T. Stair

“Educational excellence is an investment in our future”

Introduction

As the next Superintendent of the Troy School District, I look forward to leading, guiding and mentoring all students, administrators, faculty, and staff. My leadership style compliments my utmost passion of educating today's youth; by serving as a role model, demonstrating characteristics of integrity, respect, honor, and humility.

This **Entry Plan** outlines the actions, I will take during my first year as Superintendent to support and build upon previous successes experienced by Troy students, administrators, faculty and staff. This plan is modeled in my belief that the role of a superintendent is to serve, lead, and motivate the members of this school district by focusing on student success, faculty success and administrative success. Through my research of the Troy School District, the groundwork has already been established through the combined efforts of; a dedicated school board of directors, an experienced administrative team, and a supportive faculty & staff.

This plan includes opportunities to engage all stakeholders in sharing their knowledge regarding the district, which will provide an assessment of Troy's strengths, areas of growth, and future opportunities. This plan includes the opportunity to begin the development of positive relationships with all stakeholders, as well as the development of community-based relationships. Through the combined efforts of the Troy School Districts educational goals and vision, this plan will focus on the continued development of "Educational excellence is an investment in our future". The information collected as a result of this action plan will be compiled and presented to the board, and made available for the community to view on the school district website.

The students of the Troy School District deserve the best education that is aligned to the needs of a 21st century learning model. A model that focuses on student successes in literacy, career development, history, science, technology, and math. I am committed to supporting and building upon the efforts of our community, administrators, teaching staff, and our school board to support this learning model throughout our district. Together, we can make a difference in the lives of our students, paving the way for their future success.

Goals

This entry plan establishes five goals and addresses action items for achieving these goals. The five goals are as follows:

1. To focus efforts to ensure that resources are aligned to support student academic success in achievement, college career readiness, and social emotional interpersonal skills.
2. To ensure all faculty and staff are supported with the appropriate curriculum materials along with professional development training to be successful inside the classroom.
3. To promote and establish positive trusting relationships with all Troy School District community members, board members, administrators, faculty, and staff.
4. To lead the school district and administrative team in promoting 21st century teaching and learning techniques, that supports student growth and achievement.
5. To build community trust through open lines of communication and transparency regarding decision making.

Goal # 1

To focus efforts to ensure that resources are aligned to support student academic success in achievement, college career readiness, and social emotional interpersonal skills.

Action Items:

- Work with the administrative team to assess building level goals that support academic success.
- Analyze student assessment data (including but not limited to AP scores, Keystone Scores, PSSA results, PVAAS projections, local benchmark assessments, and SAT/ACT results).
- Meet and discuss with building level administrators their individual school plans to address instructional needs and challenges based on their specific building data.
- Evaluate and discuss with the guidance counselor the current college career readiness plan.
- Meet with the business manager, director of technology, and buildings & grounds supervisor to ensure proper alignment of programs, infrastructure, and resources to support student successes.
- Collaborate with the director of student services and the transition coordinator to ensure proper transition placements are being met for our special education students.
- Meet with the counselors, social worker, and school psychologist to ensure students K-12 are receiving and being supported in the development of social emotional interpersonal skills.

Goal # 2

To ensure all faculty and staff are supported with the appropriate curriculum materials along with professional development training to be successful inside the classroom.

Actions Items:

- Meet with the administrative team to discuss current professional development plans that are in place to support new curriculum programs and suggestions for future professional development.
- Put together a professional development committee to plan and discuss professional development needs
- Analyze and review current benchmark assessments and data being collected regarding classroom curriculum decisions.
- Building level administrative discussions regarding strengths and weaknesses regarding current curriculum and professional development needs.
- Attend building level content meetings with teachers to gather feedback regarding their current curriculum and professional development needs.

Goal # 3

To promote and establish positive trusting relationships with all Troy School District community members, board members, administrators, faculty, and staff.

Action Items:

- Meet with each board member individually to discuss their expectations and vision for the school district.
- Work with the school board president and vice-president to plan and develop a school board leadership seminar.
- Establish meeting times with the school board president to review board meeting protocols and procedures.
- Schedule meeting times, dates, and locations to meet with the administrative team.
- Develop team building exercises K-12 with all faculty & staff that promote positive trusting relationships.
- Develop community partnerships with local area businesses.

Goal # 4

To lead the school district and administrative team in promoting 21st century teaching and learning techniques, that supports student growth and achievement.

Action Items:

- Develop district level goals that focus on 21st century teaching and learning techniques.
- Establish regular meetings with the administrative team.
- Keep lines of communication open with all stakeholders regarding expectations for promoting 21st century teaching and learning skills.
- Support the use of technology as an educational tool to enhance student learning.
- Evaluate the gifted education program and review the selection criteria K-12.
- Discussions with the administrative team regarding areas that need to improve in order for students to grow and achieve K-12.

Goal # 5

To build community trust through open lines of communication and transparency regarding decision making.

Action Items:

- Meet with leaders of parent organizations, boosters, PTO and other district sponsored organizations.
- Attend local ministerial meetings and other non-profit organization meetings to seek ongoing feedback and support.
- Model open, honest, and transparent communications with all stakeholders, keeping open lines of communication, regarding student successes, areas for improvement, and strategic planning.
- Meet with members of the local media, municipalities, and local business organizations to build positive trusting relationships.

Your feedback is important:

During the implementation of this Entry Plan, I will be continually seeking ideas, comments, suggestions, and questions to help reach these goals. Please provide me with feedback, questions or suggestions.

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