

Superintendent Entry Plan for Whitman Hanson Regional
School District

Jeff Szymaniak

We are...

WH



It's all about students and relationships

Who am I and what I believe:

My students always come first. I have and always will make decisions in the best interests of kids. I have encountered resistance at times but it's always about them.

All students can be successful: Provided the support each and every student at Whitman-Hanson can reach their potential.

It's not just about the ABC's: Reading, writing and mathematics are just as important as social skills, critical thinking, communication, creativity and good citizenship.

Creating a productive citizen: We must prepare our students to function in an ever changing global economy, where their career and work choices have not yet been created.

Team: The staff at Whitman-Hanson is committed to the success of each student. We must support this team with resources, culture and leadership.

Three legged stool: The partnership between parent, student and school is essential for the success of the student. Each leg needs to be active participant the student's journey through school.

We are Whitman-Hanson: Positive relationships with all stakeholders (parents, families, town governments, local emergency service providers) are essential for the growth and success of our students

Safety: Students and parents must feel secure in the buildings, staff training and social/emotional support that we provide

Whitman-Hanson has a strong strategic plan that has guided decision making for the past three years. This year we will begin to review how effective our plan has been and what needs to be done to improve student learning and success. This year I will focus on gathering information and data from a variety of stakeholders on the strengths of the district and the areas in which we need to improve. The information collected will dictate how we work and our plan.

The process I will use to gather information will included but is not limited to

- Individual conversations
- Group conversations
- Review of documents
- Site visits
- Classroom visits

August 2018-January 2019

Stakeholders that I will meet with both individual and group:

Parents- by town/school

Staff members- by school

Central office

Principals

Whitman-Hanson Education Association

Whitman-Hanson school committee members (individually)

Building based parent organizations (Panther Education Trust, Conley PTO, Duval PTO, and Hanson PTO)

Police and fire (both towns)

Department of Public Works (both towns)

Whitman-Hanson express (editor)

Town managers (both towns)

Selectmen (individually)

Finance committees (individually)

Special education collaborative (North River Collaborative)

Whitman-Hanson Special Education Parent Organization

Open community forum (at the High School, open to all)

Questions will include but are not limited to:

- What are the strengths of the Whitman-Hanson Regional School District?
- What does our district need to work on?
- What is one thing that we should hold sacred? This has to be maintained all costs.
- What do you value in a superintendent?
- What is our culture in the district?
- Is our district communication style effective? What would you improve?

- Describe the relationship between your department and the district, what can be improved?
- What is the vision for the district?
- Is there an opportunity for all students to be successful at Whitman-Hanson? What would you change?
- What do you feel needs my immediate attention?
- What would you like me know as the incoming superintendent?

Review of district documents:

**Capital Improvement Plans
School Committee Bylaws
District Coordinated Program Review
Early Childhood Program documents
District Professional Development Plan
Technology Plans
Literacy Program Pilot Plan
Emergency Management Plan
Curriculum Documents All Levels
Budget
Town Reports
NEASC Report
Assessment Data**

February-April 2019

After all conversations and information collection is finished, I will begin to review and analyze and report out what I have found. My finding will first be shared with the Whitman-Hanson School Committee then to the various groups within the district including PTO's, SEPAC, faculty and community members. These presentations will be honest and open, showing what is working well and what isn't and needs improvement.

April-June 2019

The Whitman-Hanson strategic plan is in its last year and I will use the results of my information gathering to bring to the forefront where we are strong and areas of improvement. This information will help drive conversations and planning our new document and my goals for the school year 2019-2020.

Issues that need to be addressed upon entry in July 2018.

Personnel:

**Assistant Superintendent
High School Principal
Director of Student Services
Transportation Director
Duval Principal
Indian Head Principal
Middle School Principal
Middle School Assistant Principal
Indian Head Principal**

Closing of Maquan School-

- **Pre-K to High School**
- **Kindergarten, grades 1 and 2 to Indian Head**
- **Grade 5 to Hanson Middle School**
- **Special Education Programs to Duval**
- **Playground installation at High School and Indian Head**

Financial/Budget impacts

Negotiations- Units B, C, and D

Budget allocation from state

Statement of interest for MSBA Whitman Middle school

Strategic Plan Initiatives

Pillar 1 Foster a learning environment that provides social, emotional, and academic growth for all students

- **Transition planning for Middle levels**
- **1 Social/emotional staff member for each elementary**
- **Calm classroom materials**
- **Therapy dogs**

Pillar 2- Establish a cohesive PK-12 standards based curriculum. Enhance instructions to improve student learning

- **Elementary literacy plan- standards based instruction or program**
- **Math program pilot**
- **Resource materials for teachers**

Pillar 3- Establish a safe and secure learning environment

- **Secured entrances at all elementary**
- **Update camera's in Duvall and HS**
- **Investigate communications between schools and EMS**
- **Security team both internally and externally**