

# Entry Plan 2024-25 Erika Bare, Superintendent

## Introduction

Unlocking the potential in every student. When I read this, I knew instantly that South Umpqua and I are an ideal match. My educational mission statement for over 20 years has been, “Provide each student with the individualized support needed to reach their unlimited potential.” To serve in a place that believes our work is to unlock the unique genius in every child is inspiring. The key word in my mission is *unlimited*. Our students are capable of amazing things. Things we can’t even begin to imagine. Together, I know we can, and will, unlock the unlimited potential of our students, schools, and community.

In preparation, I have been meeting with individuals, getting settled in the community, and learning all I can about South Umpqua’s tremendous strengths and areas to grow. There is still much to learn as I begin to lay the groundwork for us to co-create a strategic plan designed to focus our efforts on the academic, social, and emotional success of every student.

## Goals

### Goal 1:

**Build relationships of trust with the Board of Directors, District Staff, and the Community.**



### Goal 2:

**Identify the key priorities of the district moving into the next five years.**



### Goal 3:

**Discover the gifts of South Umpqua that can be used to unlock students’ unlimited potential.**



## Just the Beginning

This is just the beginning! Together, we will build a future where the students and educators of South Umpqua thrive. We have everything we need to do great things - talented educators, a supportive community, and amazing students.

There is nothing we cannot do.

I am so excited to collaborate with you all on creating a plan that will provide the keys to unlocking the unlimited potential in every student.



# Action Steps

## **Build a relationship of trust with the Board of Directors, District Staff, and the community.**

- Meet individually with each board member
- Establish communication protocols, roles, and operating agreements with the board
- Maintain consistent communication with the Board
- Meet individually with site administrators to understand the unique strengths and challenges of each site
- Meet individually with directors to understand the unique strengths and the challenges of each department/area of oversight
- Conduct June retreat with site administrators and two directors
- Conduct July retreat with Cabinet
- Conduct a two-day August retreat with site administrators and cabinet
- Establish a regular meeting schedule with individual directors and cabinet
- Establish a regular meeting schedule with building principals at each school
- Establish a regular meeting schedule for the Teaching and Learning Leadership Team with established meeting agreements and working agreements
- Meet individually with key community partners
- Meet with union group leaders, district office staff, SRO, and other key constituents within the schools
- Schedule listening sessions at each site for the staff at that site
- Schedule community listening sessions, coupled with school events
- Share who I am as a leader, and my hopes for the district in start of the year communications
- Establish regular and transparent communication with all district staff
- Be consistently present in schools, at events, and in the community
- Meet with students in focus groups to better understand their experience

## **Goal 2: Identify the key priorities of the district moving into the next five years.**

- Conduct S.W.O.T. (strengths, weaknesses, opportunities and threats) analysis during June administrative retreat
- Gather information about the strengths and weaknesses from various perspectives in one-on-one interviews
- Examine student achievement data, district data points, survey data, and historical data
- Conduct needs assessment through listening sessions
- Review district curriculum, professional development plan, and assessment plan
- Build a process to build a comprehensive district strategic plan

## **Goal 3: Discover the gifts of South Umpqua that can be used to unlock students' unlimited potential.**

- Establish residency within South Umpqua
- Frequent the many businesses and natural attractions in this community
- Interview long term residents about the history, local customs, and culture
- Attend community events and join community organizations
- Study existing contracts, handbooks, and operating procedures
- Meet with the Business Manager and review the general fund budget as well as how grant and federal funds are dispersed and managed
- Review the district safety and emergency plan
- Conduct a facilities tour with the director of maintenance
- Ask questions in all one-on-one interviews about what is important to know as I get to know the community
- Attend back to school events, assemblies, and other school events in the fall and throughout the year
- Conduct focused listening sessions with staff, community, and students