



100 Day Entry Plan

Dr. Lisa Sayles-Adams

Listen, Learn, Evaluate, & Lead

Introduction

Dear Minneapolis Public Schools Community,

I am so honored and excited to serve as your new superintendent! My career in education started in 1996 as a teacher in Minneapolis Public Schools. I can still remember so many of the faces and the names of my students and colleagues from back then. It was my experiences in MPS that sparked a lifelong commitment to working on behalf of students and families here in the Twin Cities, across our state and our country. Working in other districts and holding various roles as a teacher, administrator and ultimately superintendent provided me with perspective and introduced me to innovative and creative ways to address challenges.

My first order of business is listening and learning. In the coming weeks and months, I look forward to meeting you, hearing your insights and doing what I can to empower and amplify all of the great work happening here at MPS.

Together,



Dr. Lisa Sayles-Adams
Superintendent

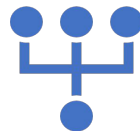
Entry Plan Purpose & Phases



Chart a path forward to seamlessly transition the role of superintendent



Establish the objectives, goals, and milestones to be met after the first 100 days



Establish a process that will guide the Entry Plan, district wide planning, and build relationships

1 LISTEN

2 LEARN

3 EVALUATE

4 LEAD



MINNEAPOLIS
PUBLIC SCHOOLS

Entry Plan Purpose & Phases

Pre-Entry

During the pre-entry phase the superintendent will identify a transition team to collect and disseminate information that will help with a seamless transition. The information provided will include current documents, data and an overview from each senior leadership team member.

Entry Plan Guiding Questions

The entry plan offers opportunities to listen and learn while establishing relationships across the MPS community. Each stakeholder has a unique perspective and in capturing those thoughts, stakeholders will be asked to engage with at least three questions in mind.

Guiding Questions

- What excites you about MPS?
- What is one thing working well in MPS?
- If you were Superintendent, what would you change first?

Entry Plan Overview

1

During the **LISTENING PHASE**, a series of listening sessions, town hall meetings, small group feedback sessions, and virtual sessions will take place with the expressed interest of hearing from all stakeholders.

Preliminary Indicators of Success

- Amount of feedback
- Number of participants
- Individual meetings with stakeholders
- Number of school visits
- Board retreat and next steps

2

During the **LEARNING PHASE**, I will take a deeper look into the infrastructure of each department including a review of all current policies, operating procedures, department protocols, oversight, school-based systems and structures.

Preliminary Indicators of Success

- SWOT analysis for each department
- Presentations for data analysis



Entry Plan Overview

3 The **EVALUATION PHASE** marks the beginning of analyzing and synthesizing information gathered from stakeholders during phases 1 and 2. Here we begin to develop plans for next steps.

4 During the **LEADING PHASE**, we will begin the implementation process and share expectations across the system. We will ensure transparency regarding updates related to the way of work across the District based on the evaluation phase.

Preliminary Indicators of Success

- Strategic initiative review
- Presentation on feedback sessions
- Identification of revised priorities

Preliminary Indicators of Success

- Professional Development Plan
- Feedback based on post meeting surveys
- Board and community report on entry plan



100 Day Entry & Transition Plan Goals

Goal Areas

Goal 1:
Teaching & Learning

Goal 2:
Culture & Climate

Goal 3:
Operations & Management

Goal 4:
Collaborative Governance

Goal 5:
Community Connections & Public Relations

Desired Objectives

- Create support from the public with frequent communication, open and honest dialogue, and developing strong partnerships that support students, staff, and families.
- Get to know the community better and build relationships by sharing about my leadership, educational background, core values, and beliefs.
- Review the effectiveness of the overall organization.
- Establish the School Board and Superintendent as a cohesive leadership team.
- Establish a strong working relationship and build rapport with leadership, employees, the broader Minneapolis community, local leaders, and state.

Goal 1: **Teaching & Learning**

Increase student achievement
and close the achievement &
opportunity gaps for ALL students



MINNEAPOLIS
PUBLIC SCHOOLS

Teaching & Learning Goals

Goal 1:

- Increase student achievement and close the achievement & opportunity gaps for ALL students.

Objectives:

- Analyze student achievement data and review gaps to determine a course of action for moving forward.
- Review the systems necessary in Teaching & Learning that provide for an increase in student achievement.
- Analyze and evaluate the conditions of chronically under-performing schools.
- Analyze and evaluate the conditions of chronically under-staffed schools.
- Assess the district's expectations for all students' academic success and meeting the needs of all students.
- Address the social and emotional needs to maximize students' academic achievement.



Teaching & Learning

Listen

- Host listening tours and feedback sessions with stakeholders – students, teachers, administrators, support staff, parents, caregivers, business partners, community partners, local leaders, and faith-based partners.
- Meet with all departments that directly support teaching and learning.
- Visit schools to engage with students, teachers, support staff, and leaders.

Learn

- Meet with the evaluation and assessment team to review school-specific data disaggregated by student groups.
- Review accountability trends based on past 5 years of data.
- Review curriculum audit to identify recommendations and progress toward meeting those recommendations.
- Conduct review of current assessment resources to ensure standard alignment.
- Review school-based data with associate superintendents and academic staff on their portfolio of schools.
- Conduct needs assessment for professional learning opportunities for teachers and district level staff.
- Determine current level of support for students receiving specialized services and multi-lingual services.



Teaching & Learning

Evaluate

- Utilize findings and feedback from engagement sessions and needs assessment to determine immediate next steps and priorities.
- Develop short-term, mid-term, and long-term goals based on the outcome of department audits.

Lead

- Provide initial steps for professional learning.
- Establish protocol for frequency of data review team.
- Update curricular tools that need an immediate response.
- Update progress monitoring processes as necessary.



Goal 2: **Culture & Climate**

Maintaining safe and supportive learning environments for learners and staff is critical to overall academic success.



Climate & Culture Goals

Goal 2:

- Maintaining safe and supportive learning environments for learners and staff is critical to overall academic success.

Objectives:

- Engage with staff and students to learn and understand their school experiences.
- Engage with staff in each department to learn about their team and how their work supports/impacts each area of the strategic plan.
- Engage with employee association partners to learn about their work, challenges, and how their work impacts components of the strategic plan.



Climate & Culture Goals

Listen

- Conduct a roundtable with student representatives from each middle and high school.
- Conduct a roundtable with building administrators (elementary, middle, high schools).
- Conduct roundtables with teachers and school support staff (elementary, middle, high schools).
- Conduct roundtables with various district-level departments (EMSS, discipline leads, etc.).

Learn

- Review school climate survey data from students, staff, and families.
- Review district-level disaggregated discipline data and trends based on past 5 years.
- Review district supports and wraparound services.
- Review current policies, practices, and trends impacting student equity.
- Review student code of conduct for policy alignment and new legislative updates.
- Review school-based discipline data with Associate Superintendents for their portfolio of schools.

Evaluate

- Assess current norms for communication regarding district-wide climate and culture metrics.
- Examine current protocols for district supports in mental health, social emotional learning, housing insecurity and discipline.
- Assess alignment of student well-being and culture & climate to strategic planning outcomes.

Lead

- Promote culture of safety, health, and well-being through effective systems and supports for all students and staff.



Goal 3: **Operations & Management**

Provide excellent support and services to schools, students, staff, parents, and the Minneapolis Public Schools Community.



Organizational Efficiency & Effectiveness Goals

Goal 3:

- Provide excellent support and services to schools, students, staff, parents, and the MPS community.

Objectives:

- Ensure continued financial stability of the district, including the alignment of human, financial, organizational, and technological resources to maximize organizational growth
- Maximize resources to focus on the development of leadership capacity, focused on high student achievement and to ensure a successful exit for all graduates.
- Support the recruitment and retention of highly effective staff with the ability to accelerate the academic performance of all students.

Organizational Efficiency & Effectiveness

Listen

- Meet collectively with all senior leadership team members.
- Meet individually with members of the senior leadership team to review department updates and goals aligned with the strategic plan.

Learn

- Review and analyze the strategic plan
- Review organizational structures, climate, budget processes and practices to ensure alignment of resources
- Review per-pupil accounting data, federal reports and statewide systems of support reports
- Review levies and operating referendum.
- Review safety, inclement weather, and crisis communication plans.

Evaluate

- Examine MPS, current professional learning opportunities and professional development offerings for all staff.
- Evaluate systems and processes that enable district-level interdepartmental collaboration.
- Evaluate district processes to monitor the effectiveness of programs, materials, and curriculum.
- Review practices and systems to gauge strategic plan alignment and emerging district needs.

Lead

- Promote transparent budgeting and staffing processes aligned to district goals.
- Work collaboratively to ensure financial stability of the district including the alignment of human, financial, operational, and technological resources to maximize organizational stability and growth.
- Refine systems and process that enable interdepartmental collaboration and accountability.



Goal 4: **Collaborative Governance**

Trust, transparency, and collaboration will be the mode of operating to ensure effective and positive Board/Superintendent relations.



Collaborative Governance Goals

Goal 4:

- Trust, transparency, and collaboration will be our mode of operating to ensure effective and positive board & superintendent relations.

Objectives:

- Establish the board and superintendent as a cohesive leadership team focused on improving the achievement of all students
- Establish the board and superintendent as a cohesive leadership team committed to effective and efficient organizational functions.

Collaborative Governance

Listen

- Schedule meeting(s) with the board chair to review entry/transition plan and post 100-day retreat.
- Meet with each board member individually to better understand their observations and recommendations for next steps.

Learn

- Review engagement plan and schedule joint engagement opportunities.
- Co-host stakeholder listening sessions, town hall meetings, small group feedback sessions, and virtual sessions.
- Review current board policies and prepare to discuss any recent or upcoming revisions.
- Review identified priorities of the strategic plan.

Evaluate

- Review feedback from listening sessions, town hall meetings, small group feedback sessions, and virtual sessions.

Lead

- Develop a broad understanding of priorities, district data, challenges, opportunities for the district and overall community.
- Develop and implement appropriate communication protocols between the board and superintendent.
- Establish effective school system governance through a productive and collaborative relationship between the board and superintendent.



Goal 5: **Community Connections & Public Relations**

Establish trust and confidence by creating opportunities to listen and learn from all stakeholders – including students, parents, staff, and larger community.



Community Connections & Public Relations Goals

Goal 5:

- Establish trust and confidence by creating opportunities to listen and learn from all stakeholders – including students, parents, staff, and larger community.

Objectives:

- Communicate an understanding and ownership of the district's mission, vision, commitment, and values.
- Establish positive, professional, and collaborative relationships with all internal and external stakeholders and re-engage stakeholders to become active supports and participants of the MPS community.
- Promote ongoing professional and collaborative relationships to support the safety and well-being of our students to maximize their academic potential.
- Recognize accomplishments of students, staff, parents, community members and leaders.



Community Connections & Public Relations Goals

Listen

- Meet with MPS parent advisory councils, caregivers, business & community partners, and faith-based community.
- Host one-on-one and group meetings with local leaders and state officials.
- Discuss community partnerships, resources, and concerns.

Learn

- Meet with state education leaders to discuss critical issues public education.
- Review the MPS 2024 Legislative Agenda.
- Assess the quality, quantity, and effectiveness of internal communication to include communication with and between the BOE, administration, principals, teachers, staff, and students.

Evaluate

- Evaluate the quality, quantity, and effectiveness of external communication with and between policy makers, community and business leaders, and the faith-based community.

Lead

- Establish a meeting schedule with identified local political leaders.
- Establish positive, professional, and collaborative relationships with internal and external stakeholders.
- Re-engage stakeholders to become active supporters and participants of the MPS community.

100 Day Entry Plan

I will incorporate the following skill sets.

LISTEN

Spend time with board members, leaders, staff, students, parents, and stakeholders to hear proudest accomplishments and greatest challenges.

LEARN

Study and analyze performance data, perception data, and other achievement data. Read and review existing budgets, audits, grants, district policies, and transformational plans.

BUILD

Establish a strong working relationship and build rapport with board members, leadership, and employees, the broader Minneapolis community, local leaders, and state.

PLAN

Review the current strategic plan with specific action steps to guide the work of Minneapolis Public Schools and the Board of Education in preparation for 2024-2025 school year and beyond.

SHARE

Get to know the community better by sharing my leadership, educational background, core values, and beliefs.

MPS Vision, Mission, Commitment, & Values

Vision

All students — regardless of their background, zip code, and individual needs — will receive an anti-racist, holistic education that builds essential knowledge to prepare students for future success.

Mission

Minneapolis Public Schools exists to provide a high quality, anti-racist, culturally responsive education for every Minneapolis student.

Commitment

To achieve our vision, we will intentionally focus and prioritize resources and actions to significantly improve the experiences and outcomes of Black students, Indigenous students, students of color and their families.

Values

- Equity, representation, & anti-racism
- Physical and emotional safety, and wellbeing
- Relationships, trust and communication
- Shared decision making and voice Transparency and accountability
- Evidence-based strategies



MPS Strategic Plan Goals



Goal 1

Academic Achievement



Every student achieves their full potential through equal access to programming that is academically rigorous and connects learning with student experiences.



Goal 2

Student Well-being



Every student's physical and mental well-being is addressed as an integral part of their education.



Goal 3

Effective Staff



School and central office staff approach all work centered on students and equity.



Goal 4

School and Building Climate



MPS is known by our community as welcoming, responsive, and connected.



MINNEAPOLIS
PUBLIC SCHOOLS