



MONONA GROVE
SCHOOL DISTRICT



SUPERINTENDENT ENTRY PLAN

FIRST 100 DAYS

Tanya L. Fredrich, Ph.D.

VISION

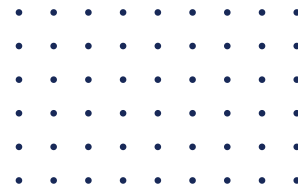
Engaged learning where equity is prioritized.

MISSION

To be a safe, equitable, and inclusive learning community for everyone.

mononagrove.org

Your MGSD Superintendent



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Introduction

Monona Grove School District has a mission to be a safe, equitable, and inclusive learning community for everyone. Whether it's a higher level of challenge or extra support, each student gets what is needed, in the classroom with their peers. This work is embedded throughout the district, in every department, every school, every employee group.

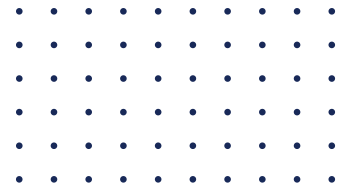
The purpose of this Superintendent Entry Plan is to outline collaborative efforts of the School Board, the community, and the staff to honor our past while aligning resources to achieve our vision: engaged learning where equity is prioritized. The leadership transition process starts with understanding the district's current state, individual schools, and community perceptions of public education in MGSD. Key elements include listening, learning, and fostering critical internal and external relationships that will help me gain foundational knowledge about the district's strengths, challenges, and opportunities.

Establishing relationships with community members and partners is a priority. Investing time in meeting and connecting with stakeholders is essential to developing, renewing, and invigorating the connections between the district and the community we serve. Although my official tenure begins in July, some of these meetings have already taken place during my spring visits to the district.

As the newly selected leader of this organization, I am committed to achieving the MGSD mission and look forward to promoting equity, growth, and excellence in all aspects of the organization.

Entry Plan

Framework



To be successful for Monona Grove, I will:



Listen

Spend time with students, teachers, caregivers, principals, school district administrators and other MGSD employees, community members, nonprofit and business leaders, bargaining units, and state and local leaders to understand our biggest achievements and toughest challenges.



Build Trust

Share my core beliefs and philosophies in order to foster positive relationships, and create a culture where team members feel confident sharing with me their ideas, concerns, and feedback, leading to better decision-making and problem-solving.



Develop strong relationships

Establish strong working relationships and build rapport with the Board of Education, MGSD leadership, staff members, students, families and community, as well as state and local leaders.



Learn and Plan

Analyze and study performance data, perceptions data, and other student achievement data. Read and review existing district policies, improvement plans, and relevant documents to understand our efforts to meet student needs. Review the current district and school goals. Continue to use an equity lens to strengthen the strategic priorities and identify action steps to move the district forward.

Entry Plan

Goals and Outcomes

Goals

- Develop a highly effective administrative team through trust and collaboration.
- Foster and strengthen relationships through visibility.
- Assess strategic priorities.
- Champion the use of data-informed decisions regarding approaches to teaching and learning, business and operations, finances, hiring, and communications.



Outcomes

01. Summary

A summary of the feedback obtained from stakeholder conversations.

02. Evaluation

Summarized findings from reviews and evaluations of the district's organizational structure, systems, programs, environments, and finances.

03. Assessment

Assessment of executive leadership and organizational structure and identification of any changes needed to ensure optimal productivity, efficacy, and efficiency.

04. Understanding

Build a foundational understanding in order to perform short- and long-range planning including the development of key indicators.

Breakdown of the Entry Plan Phases

April-June

- Analyze data (instructional and operational)
- Research and deepen understanding of strengths, challenges and opportunities
- Review organizational charts and structures
- Attend events
- Visit schools and begin stakeholder meetings

July-August

- Continue stakeholder meetings
- Develop and discuss priorities, effectiveness and outcomes with Board members
- Offer listening sessions with staff, teachers, students, families, and community members
- Meet with District leadership team to review strategic plan milestones for 2024-25
- Review expectations and process for evaluation for administrators

September-October

- Determine key indicators for identified strategic priorities
- Establish management routines for ensuring effective operations
- Continue and build on engagement strategies in order to deepen relationships and trust
- Provide a summary report of the first 100 days to the School Board, staff, and community.



Engaged learning where equity is prioritized.



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