



100-DAY PLAN

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DR. QUINTIN SHEPHERD
SUPERINTENDENT OF SCHOOLS



VISION AND MISSION

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OUR VISION

The mission of Pflugerville ISD is to provide an inspiring, engaging, and relevant education that empowers students to reach their full potential as productive members of a diverse global community.



OUR MISSION

Pflugerville ISD... Passionately Serving
the Best Interests of Students

OUR BELIEFS

We Believe:

- Diversity is our strength
- All individuals have worth
- Relationships are foundational to success
- A safe and nurturing environment is non-negotiable
- All students have the right to diverse educational opportunities
- Social-emotional learning is as critical as academic focus
- Civic-mindedness must be explicitly cultivated in our students
- Community partnerships and high expectations improve students' outcomes
- Innovation and a strong work ethic ensure excellence



FROM YOUR SUPERINTENDENT

Dear Pflugerville ISD Community

As I step into my role as Superintendent, I am filled with a deep sense of responsibility and excitement. Leading our dynamic district is a privilege I do not take lightly, and I am committed to embarking on this journey with openness and dedication.

My 100-day plan, “Discovering Pflugerville,” aims to establish a transparent, inclusive, and forward-thinking administration. This plan involves familiarizing myself with our schools’ current status, immersing myself in the community, and building relationships that will drive us toward collective success.

At the heart of this initiative is a comprehensive listening tour, where I will directly engage with our students, parents, educators, staff, and community members to gather insights. These insights will inform our immediate priorities and lay the groundwork for a strategic approach that aligns with our community’s aspirations and challenges. My approach will be deliberate and purposeful, ensuring that each interaction contributes to a deeper understanding of our shared goals and the obstacles we must overcome.

Aligned with Pflugerville ISD’s objectives, the plan focuses on enhancing communication, improving student outcomes, and fostering a culture of trust and collaboration. By integrating our community’s diverse perspectives, we will develop policies and initiatives that reflect the needs and values of all stakeholders. This inclusive approach is vital as it fosters a sense of belonging and investment in our district’s future.

Outlined below are some of the structured activities and targeted outcomes for the first 100 days of my tenure. Each phase of this plan is designed to build upon the last, ensuring a smooth transition and a solid foundation for our future endeavors.

Thank you for your support as we embark on this journey together.

Sincerely,

Dr. Quintin Shepherd
Superintendent
Pflugerville ISD



ENTRY PLAN

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ENTRY PLAN PURPOSE

The purpose of the entry plan is to chart the course for the transition as the Superintendent of Pflugerville Independent School District. The plan includes goals, expectations and deliverables that will be met within the first 100 days. The plan will codify the process used to engage each facet of the organization while listening and learning.

The entry plan is organized in three phases after pre-entry. The phases are interdependent and will overlap. Progress and feedback will be shared with the Board and community for each phase.

PRE-ENTRY

During the pre-entry phase the Superintendent will identify a transition team to collect and disseminate information that will assist with a seamless transition. The information provided will include current documents, data and an overview from each executive leadership team member. The transition team will synthesize information from all stakeholder sessions and make recommendations as determined.

ENTRY PLAN GUIDING QUESTIONS

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

- 1. What do you love about Pflugerville ISD?
- 2. What things would you like the district to improve on?



ENTRY PLAN: OVERVIEW

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LISTEN AND LEARN

Build open lines of communication with all district stakeholders to gain a deeper understanding of Pflugerville ISD and its community, specifically focusing on where the district has been, where it is currently, and how we should move forward.



ASSESS CURRENT SYSTEMS AND PROGRAMS

Thoroughly assess the current educational programs and operational efficacy to pinpoint areas of strength and opportunities for growth. Begin considering strategic initiatives that respond to the community’s needs, focusing on enhancing student achievement and operational efficiency.



BUILD A COMMUNITY-CENTRIC CULTURE

Promote a district-wide culture that values continuous feedback, community ownership, and collective well-being.

LEARNING

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LISTEN AND LEARN

Increase my understanding of Pflugerville ISD and community, as well as its culture, traditions, history, and expectations for our schools.

Launch a digital listening and learning campaign to crowdsource around the questions:

- What do you love about Pflugerville ISD?
- What things would you like the district to improve on?

Conduct a SWOT analysis during all in-person Listen and Learn sessions to identify the district's Strengths, Weaknesses, Opportunities and Threats.

Staff

- a. Visit every school to meet with faculty and staff. These visits will not only help me understand each school's unique challenges but also build rapport with the people at the frontline of our educational services.
- b. Establish authentic relationships with principals and district leadership to meet, evaluate, and establish what is critical to the success of our schools.

Student

- a. Host student focus groups and meet with student leadership organizations to hear their views on what changes they feel would benefit their educational experience.

Community

- a. Town Hall Meetings: Conduct a series of town hall meetings across the district to introduce myself and the objectives of the 100-day plan. These meetings will serve as a platform for stakeholders to share their experiences and expectations.
- b. Meet with PTO and Booster groups to connect with our parent community on campus.
- c. Engage with local civic groups as a means of introduction and listen to our community regarding their perceptions of our district.
- d. Identify the community's largest corporations, key businesses, foundations, public safety chiefs, and college and university leaders.

Board

- a. Revisit District Vision, Goal statements, Board Operating Procedures, and board governance roles to enhance district initiatives.



ASSESS

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ASSESS CURRENT SYSTEMS AND PROGRAMS

Assess current programming, practices, and instruction for improvement in all areas, with a focus on improving student outcomes and parent participation. Evaluate the quality, quantity, and effectiveness of all existing forms of communication with all stakeholders.

Staff

- a. Review the instructional programs, special programs, practices, curriculum, and support materials for evidence of effectiveness in increasing student achievement.
- b. Learn/Understand what research-based, best practice instructional methods and resources are utilized.
- c. Begin to evaluate measures of student academic growth both quantitatively and qualitatively.
- d. Review curriculum, instruction, and assessments for high expectations, alignment to standards, and appropriate instruction modifications for all students.
- e. Meet with principals to discuss a performance review process of their school, with a focus on ways to assess progress.
- f. Highlight aspects of interdependence between departments to maximize resources (time, personnel, money, etc.) and enhance communication throughout the District.
- g. Assess current operational systems, including technology integration, curriculum effectiveness, and administrative processes.
- h. Review existing policies and procedures to ensure they align with best practices and meet the district's evolving needs.
- i. Look for opportunities to promote the image of our schools.

Board

- a. Establish the Board and Superintendent as a cohesive leadership team with a singular agenda focused on what is best for our children and their achievement.



BUILD

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BUILDING A COMMUNITY-CENTRIC CULTURE

Communicate with all stakeholders the strategic initiatives created from the previous two phases of the plan and begin building a culture of trust and collaboration.

Staff

- a. Reinforce evaluation of effectiveness and accountability in terms of achievement for each program based on student progress (growth model).

Community

- a. Schedule meetings with other community leaders and establish a routine communication protocol.
- b. Establish strong collaborative relationships with the political leadership in the city, county, and state to establish clear lines of communication, advocacy, and support for our students.
- c. Attend meetings of key organizations and establish memberships and communication protocols.
- d. Establish a positive and open relationship with the media.

Board

- a. Develop and implement appropriate communication protocols between the Board and Superintendent.
- b. Establish regular communication systems with the Board, such as writing, phone calls, newsletters, emails, or meetings.

