



# 2024-25 Superintendent's Entry Plan

Dear North Thurston Public Schools Community,

It is with great enthusiasm that I present my entry plan as your new superintendent. This document outlines the steps I will take in my first six months in the role to deepen my knowledge of the district and community.

Spending time in schools and with community partners will build a strong foundation of learning about our district and school relationships. Strong community partnerships are essential to our district's success. I will spend time in individual and small group conversations, and engage in a listening tour that includes visits to each of our 24 schools as well as public community meetings.

In January, I will share with the NTPS Board of Directors my reflections and a proposed action plan grounded in what I have learned from the community. The action plan will build on the district's strengths and will support our continuing success.

I look forward to this opportunity to listen and learn from you. Please reach out any time to share your thoughts!

Sincerely,

Troy M. Oliver  
NTPS Superintendent  
[superintendent@nthurston.k12.wa.us](mailto:superintendent@nthurston.k12.wa.us)



## Entry Plan Goals

- Smooth transition of leadership.
- Listen and learn.
- Ensure our engagement and communication structures foster strong relationships and welcome multiple and diverse perspectives.
- Ensure voices of those who are historically marginalized are included.
- Focus on student success.
- Align goals and vision to NTPS Strategic Plan.
- Report back to community and School Board on priorities and action plan.

## Entry Plan Phases

**Summer  
& Fall  
2024**

**Individual and small group conversations**

**Fall  
2024**

**Listening tour: School visits and  
community meetings**

**January  
2025**

**Six-month report to the Board and  
community**

# Individual and small group conversations

## Key questions

- Tell me about yourself and your connection to NTPS.
- What is going well in NTPS and is a source of pride?
- What do you see as a growth area for NTPS now or in the future?
- Who else do you recommend I talk with?

### • **School Board**

- Meet with each Board member
- Meet with Board President and Vice President to:
  - Establish Board calendar, topics, and meeting norms and practices starting with previous operating procedures
  - Establish Board and Superintendent roles to ensure mutual understanding

### • **Education Partners**

- Meet with superintendents from adjacent districts to establish working relationships and gather their perceptions of NTPS.
- Meet with local universities, community colleges, and trade schools that serve NTPS students as part of Running Start college in the high school, or post-high school learning.
- Meet with local organizations that serve NTPS students and families, including (but not limited to):
  - Boys & Girls Club
  - Lacey Parks and Recreation
  - Lacey South Sound Chamber of Commerce
  - North Thurston Education Foundation
  - South Sound Reading Foundation
  - Thurston County Chamber of Commerce
  - Together
  - United Way of Thurston County
  - YMCA

### • **Elected Leaders/Executive Leadership**

- Meet with Lacey city manager
- Meet with local law enforcement leaders
- Meet with local members of legislative delegation
- Meet with Nisqually Tribal leaders
- Meet with Thurston County manager



# Individual and small group conversations, cont'd

- **Association Presidents**

- Custodians (AFSCME)
- Interpreters (NTIA)
- IT professionals (NTAITP)
- North Thurston Education Association (NTEA)
- Office professionals (NTAOTE)
- Operating engineers (IUOE)
- Paraeducators (NTPA)
- Principals (NTPA)
- Transportation and food services (PSE)



- **Students and Families**

- Elected ASB officers, senior class presidents, and secondary principal advisory groups
- Family groups, including Parent Advisory Group and PTA leaders
- Student Advisory Group

- **NTPS Instructional Leaders**

- Meet with district instructional leaders on department work and goals:
  - Arts, Athletics, and Activities
  - Assessment and Student Achievement
  - Career and Technical Education
  - English Language Arts, Social Studies, and Library
  - Equity and Languages
  - Math and Science
  - Special Education
  - Student Information and Intervention Systems
  - Student Support Services



- **NTPS Operations Leaders**

- Meet with district operations leaders on department work and goals:
  - Communications
  - Construction and Design
  - Facilities Management
  - Financial Services
  - Food and Nutrition Services
  - Human Resources
  - Technology
  - Transportation



- **NTPS Leadership**

- Meet with each member of the superintendent's cabinet to review current leadership functions and efficiency from each member's perspective.
- Meet with school principals

# Listening Tour

- **School/Department Visits**
  - Visit each of our departments and 24 schools for conversation during all-staff meetings.
- **Community Meetings**
  - Hold a series of public meetings at a variety of times and locations around the district for community members to hear from Troy and engage in conversation with him.
  - It's important for all district leaders to be active and engaged in the community. Troy (or a designee) welcomes invitations to speak at community organization meetings. Email [superintendent@nthurston.k12.wa.us](mailto:superintendent@nthurston.k12.wa.us).
- **Media Relations**
  - Engage local media to introduce himself and discuss issues of importance to the district and community.



Check [www.nthurston.k12.wa.us](http://www.nthurston.k12.wa.us) for information about community meetings!

# Action Plan

Troy will deliver his summary report and action plan to the Board of Directors in January 2025. He will work with the Board to establish timelines and processes relating to the action plan.

The action plan will be shared with the community. Troy will continue to seek regular opportunities for community engagement beyond the entry plan timeline.

