



**MONONA GROVE**  
SCHOOL DISTRICT



# **SUPERINTENDENT ENTRY PLAN REPORT**

## **FIRST 100 DAYS**

**Tanya L. Fredrich, Ph.D.**

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### **VISION**

Engaged learning where equity is prioritized.

### **MISSION**

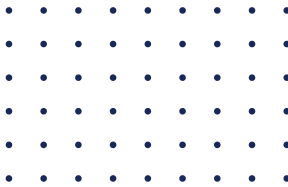
To be a safe, equitable, and inclusive learning community for everyone.

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[mononagrove.org](http://mononagrove.org)

Entry Plan Report

# 100 Day Overview



**First 30 Days**  
Update Video



**First 60 Days**  
Update Video

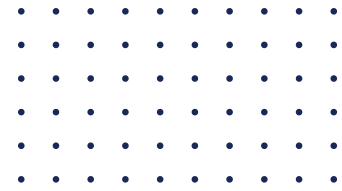


**First 100 Days**  
Update Video



# Entry Plan Report

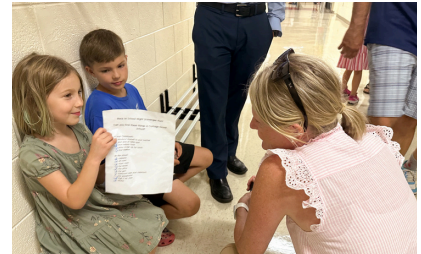
## Overview of Goals



# 1

### **Develop a highly effective administrative team through trust and collaboration.**

By sharing my own core beliefs and philosophies and implementing strategies to foster open communication, we have made significant progress in creating a positive and collaborative team environment. Team members are encouraged to share their ideas, concerns, and feedback, leading to better decision-making, problem-solving, and overall team performance. Regular touchpoints, an open-door policy, transparent communication and effective listening have served to deepen the rapport among our entire community.



# 2

### **Foster and strengthen relationships through visibility.**

In spending 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, I have begun to understand our biggest celebrations and our toughest challenges.

#### **Celebrations**

Our school communities are positive, collaborative places full of opportunities for students. Our students feel safe and welcomed in our schools and are eager to learn, and our staff are committed to doing quality work. Our families and neighbors are supportive and committed to finding innovative solutions to challenges.

#### **Challenges**

It's no surprise to most people that the most significant challenge we face is the district's budget deficit. While this wasn't part of anyone's plan, I'm confident that we're moving in the right direction. We have stabilized finances for 2024-25, allowing us to build a plan toward a sustainable, long-term solution.

# Entry Plan Report

## Overview of Goals

### Assess strategic priorities.

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I have analyzed performance data, perceptions data, and other student achievement data. By reviewing existing district policies, improvement plans, and relevant documents, I have aimed to understand our current efforts to meet student needs and identify actionable steps to move the district forward.



### Champion the use of data-informed decisions regarding approaches to teaching and learning, business and operations, finances, hiring, and communications.

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I have launched a new data tool designed by educators to facilitate communication, gather valuable insights, and guide decisions that promote student success. Strategic planning will be a top priority as we move forward, ensuring that our district's operations are both effective and sustainable. We'll also be building on our engagement strategies to deepen relationships and trust within our community. An important focus will be to regularly monitor progress toward our goals and adjust strategies as needed. We will use a variety of data sources to assess the impact of interventions and programs.

# Entry Plan Report

## Outcomes

### 01. Summary

Based on the feedback received from teachers, staff, families, and other stakeholders, the following key themes emerged:

- **Effective Curriculum and instruction:** A strong desire for a challenging curriculum that prepares all students for future success. A need for high-quality instruction, including differentiated instruction and the thoughtful use of technology to enhance learning.
- **Data-Driven Instruction:** A call for increased use of data to inform instruction and target specific student needs.
- **Transparency and Communication:** An urgency for open and honest communication by consistently sharing information, seeking feedback, and addressing concerns promptly, fostering trust and collaboration among all stakeholders.

### 02. Evaluation

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

- The following key themes emerged:
  - Student achievement
  - Fiscal sustainability

### 03. Assessment

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

- By analyzing data-driven decision making, reviewing district policies, and implementing targeted strategies, we can work towards creating a more equitable and high-performing school district.

### 04. Understanding

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

- To ensure the district's continued success, we will prioritize strategic planning, community engagement, and data-driven decision-making. By developing and implementing effective strategies, we aim to enhance operations, strengthen relationships, and improve student outcomes.



# Entry Plan Report

## Moving Forward

### Commitment to Academic Excellence

#### Focus Areas:

- Instructional Systems: Develop, implement, and review systems integrating academic and social-emotional learning.
- Data Transparency: Share data on student progress and instructional effectiveness openly.
- Professional Development: Encourage growth opportunities for staff to enhance teaching strategies.
- Stakeholder Engagement: Collaborate with students, staff, and families to ensure accountability and success.

#### Key Actions:



##### Data-Driven Monitoring:

- Regularly report student academic and social-emotional outcomes to stakeholders.



##### Clear Communication:

- Provide transparent updates on curriculum changes and their impact.



##### Amplifying Student Voice:

- Gather ongoing feedback to incorporate student perspectives into instructional design.

### Transparent Financial Leadership

Vision: Develop a sustainable financial model to equitably align resources with district priorities and goals.

#### Key Actions:



##### Transparent Budget Processes:

- Regularly report on resource allocation to the Board and community.



##### Stakeholder Collaboration:

- Engage staff, families, and community members in budget discussions for inclusive decision-making.



##### Long-Term Fiscal Planning:

- Work with district leaders to prepare sustainable financial strategies, addressing current needs and future challenges.



Engaged learning where equity is prioritized.



## Contact Us :



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