



# NLM

NORWALK - LA MIRADA  
UNIFIED SCHOOL DISTRICT  
Every Student. Future Ready. Our Promise!

**DR. NATASHA BAKER**  
SUPERINTENDENT

# 90-DAY ENTRY PLAN



# NLM

## TABLE OF CONTENTS

Mission	3
Vision	4
Board of Education	5
A Message from the Superintendent	6
3 Goals	7
Engaging our stakeholders to build relationships and trust	8
Sustaining excellent teaching, learning, and performance	9
Planning with partners to foster student and staff well-being	10

# MISSION



Norwalk-La Mirada Unified School District, in collaboration with our parents and our community, shall develop in our students the knowledge, understanding, skills, and attitudes to empower them to become life-long learners and successful, productive citizens in an ever-changing world. We will accomplish this by promoting a climate of high expectations, providing world-class opportunities, striving to meet individual needs, and valuing diversity.

# VISION



Norwalk-La Mirada Unified School District is leading our community into the future by developing students who are open-minded and curious, skilled in critical thinking, working collaboratively, and using current and emerging technologies.

We personalize learning to meet the needs, motivations, and strengths of each student, ensuring every student graduates prepared to succeed in college, careers, and participate positively in our community's civic life.

# BOARD OF EDUCATION



**Narcis Brasov, Esq.**  
President, Area 5



**Dr. Robert Cancio**  
Vice President, Area 4



**Norma Amezcua**  
Board Member, Area 2



**Esperanza Free, MPA**  
Board Member, Area 1



**Becky Langenwaller, MS, LMFT**  
Board Member, Area 7



**Jose M. Rios**  
Board Member, Area 3



**Dr. Lorena Vidaurre**  
Board Member, Area 6

# A MESSAGE FROM THE SUPERINTENDENT

## DR. NATASHA BAKER



I am grateful to the Board and school community for the opportunity to serve as Superintendent of Norwalk-La Mirada Unified School District. I am excited about listening to and learning from our Board of Education, staff, community, parents, and students. Together, we can build on the wonderful successes of Norwalk-La Mirada, support one another, and work together to achieve even greater success. I look forward to engaging with our team whose focus is on every student to be future ready as our promise!

This 90-day entry plan reflects my strong commitment to making a thoughtful and deliberate transition to the Norwalk-La Mirada Unified School District community, and to take the necessary time to listen and learn from the Board of Education, staff, students, parents, and community partners. As a new member of the community, this entry plan is designed to help me get to know the community so I can gain information, input, and insight into how to support, strengthen, and build upon the current and historical successes of the school system. Listed on the next page are three goals designed to assist with my transition.

I am looking forward to connecting with our community and education partners. The more I understand the history, the hopes, the capabilities, and the contributions of those we serve and work with, the better I will be able to support staff to enact our mission and vision. I understand the complexities of change management, and the opportunities for innovation and additional academic achievements that the Board, community, staff, parents, and students want to see, and I am excited by all the possibilities.

Building on existing successes and going to the next level is a long-term commitment. I am eager to become a valued member of the Norwalk-La Mirada community and to be a vibrant part of community life as we undertake this work as a team. Together, we have the commitment, capacity, passion, and experience to build on all that has come before and further the ability of Norwalk-La Mirada Unified School District to ensure bright futures for every student we serve. I look forward to working with the school community to make it so.

With optimism,

A handwritten signature in white ink that reads "NBA" with a stylized flourish.



# 3 GOALS



Engaging our stakeholders to build relationships and trust



Sustaining excellent teaching, learning, and performance



Planning with partners to foster student and staff well-being



# Engaging our stakeholders to build relationships and trust



**PURPOSE:** Dr. Baker will engage diverse stakeholders and be visible at school and community events to build relationships and trust.

**OUTCOME:** Dr. Baker will use input from the Board, parents, students, school community, and staff to build on existing successes and create a strong foundation for the future.

ACTION ITEMS		FREQUENCY or DEADLINE
1.1	Connect with Board members in regularly scheduled one-on-one board-superintendent meetings.	Weekly
1.2	Plan the Board retreat facilitated by a third party to build the Board-superintendent relationship and to determine Board priorities and expectations (January, March, June 2025).	Quarterly
1.3	Support onboarding and Board orientation session for new Board members.	January 2025
1.4	Meet and connect with parents: PTA Council, District English Learner Advisory Committee (DELAC), Special Education, etc.	Monthly
1.5	Schedule and connect with CSEA and TANLA leadership, DELAC members, Superintendent’s Community Council, and Superintendent’s Extended Cabinet.	Weekly
1.6	Visit and learn about all schools and connect with principals, teachers, staff, and students.	January 31, 2025
1.7	Connect with school district leaders and staff, including and not limited to, the following departments: Early Education, English Learner Services, Special Education, Human Resources, Business Services, Safety, Transportation, Maintenance and Operations.	January 31, 2025
1.8	Meet with some former superintendents and interim superintendents of Norwalk-La Mirada Unified School District.	January 31, 2025
1.9	Meet with civic, community, and business leaders: city council members, law enforcement, safety personnel, chambers of commerce, local social impact club leaders, city managers, mayors, business owners/corporate leaders, religious leaders, philanthropic organizations, Kiwanis Club, university faculty, county supervisors, state senators and assembly members, etc.	March 31, 2025





# Sustaining excellent teaching, learning, and performance



**PURPOSE:** Dr. Baker will be visible at school and community events and activities to build relationships and a deep understanding of the districtwide student and staff expectations for academics and behavior, strengths, and areas of growth.

**OUTCOME:** To build on existing successes, Dr. Baker will receive input from the Board, parents, students, community partners, and staff regarding school system data. Information will be used to co-create a comprehensive plan for student success.

ACTION ITEMS		FREQUENCY or DEADLINE
2.1	Review districtwide academic and behavioral expectations, support systems, and organizational structure to identify areas of success and opportunity.	March 31, 2025
2.2	In collaboration with the school community, plan a State of the District event.	Weekly
2.3	Work with the school board on annual targets for strategic focus areas leveraging exemplars, national benchmarking, or comparable/aspirational districts to determine the measurement for success for the strategic plan.	March 31, 2025
2.4	Assess academic programs and instructional quality of programs to ensure coherence to district and state expectations.	March 31, 2025
2.5	Collaborate with school site leaders and staff to identify a framework to accelerate student achievement and promote positive student and family engagement districtwide.	March 15, 2025
2.6	In preparation to develop a districtwide plan, identify strategies to improve student achievement and conduct in subgroups and schools in the district.	March 31, 2025
2.7	Identify areas that might be addressed to improve specific outcomes in the areas of English Language Arts, mathematics, early education, computer science, natural sciences, SAT/ACT, and graduation rate.	March 15, 2025
2.8	Review course offerings at schools and distribution of career technical, Advanced Placement and dual enrollment offerings.	March 15, 2025
2.9	Discuss, collect, and analyze data relative to organizational systems, including but not limited to, the following: early education, declining enrollment, school safety, student support systems and student engagement, fiscal solvency, socioemotional supports, special education, and English learners.	Est. completion date: March 15, 2025



# Planning with partners to foster student and staff well-being



**PURPOSE:** Dr. Baker will engage and communicate with the school district community and plan with partners for continuous districtwide improvement.

**OUTCOME:** Dr. Baker will share a summary report about experiences and data findings during the first ninety days to inform a collaborative pathway forward.

ACTION ITEMS		FREQUENCY or DEADLINE
3.1	With Board input, organize a series of Board study sessions to discuss expectations for student achievement and student support systems, declining enrollment, safety, early education, special education, and fiscal sustainability.	March 31, 2025
3.2	Evaluate existing after-school, summer, and co-curricular programs in partnership with city agencies, grassroots organizations, and key stakeholders.	March 31, 2025
3.3	Examine the processes for gathering and addressing feedback from students, staff, parents, and community members on school climate and safety concerns.	March 31, 2025
3.4	Analyze school and district suspension and expulsion data, with an emphasis on violent incidents occurring in and around schools.	March 31, 2025
3.5	Review climate data for individual schools.	March 31, 2025
3.6	Assess the current strategies for supporting the mental health of students and staff.	March 31, 2025
3.7	Evaluate the effectiveness of investments in restorative practices and positive behavior intervention and support programs. Discussions and research will include students who may not be identified in specific student support categories such as special education, yet they need instructional intervention support.bnmj	March 31, 2025
3.8	Conduct employee surveys to gauge satisfaction levels across the school district.	March 31, 2025
3.9	Gather feedback on the quality of professional development (PD) offered within the district.	March 31, 2025
3.10	Seek input from employees to identify the types of professional development they need to succeed.	March 31, 2025





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