



**Saint Paul**  
PUBLIC SCHOOLS

# 100 Day Entry Plan

Dr. Stacie Stanley



# SPPS Mission & Guiding Values

## Mission

At Saint Paul Public Schools (SPPS), our mission is both bold and simple: to **inspire students** to **think critically**, **pursue their dreams** and **change the world**.

## About Saint Paul Public Schools

SPPS is Minnesota's second-largest school district, educating nearly 34,000 students across 68 schools. Highly trained and deeply dedicated staff, cutting-edge academic programs, and strong community support are among the district's hallmarks. Our students speak more than 115+ languages, sharing their ideas and cultures with their classmates and teachers every single day.

## Guiding Values

**Achievement:** Fostering academic success by taking action to increase student achievement through challenging and collaborative learning.

**Communications:** Engaging with sincerity and honesty by using language that can be understood by all.

**Continuous Improvement:** Pursuing excellence by identifying and strengthening what is working well and being flexible to change what is not.

**Collaboration:** Working together in a respectful manner that values and honors families, staff, students and the community.

**Accountability:** Holding ourselves to high standards for the outcomes of student achievement and operational, instructional and fiscal performance.

**Inclusive Culture:** Embracing each individual's culture, race, ethnicity, ability and identity.

# SPPS Achieves Strategic Plan

## Long-Term Student Outcomes

1. Decrease disparities in achievement based on race, ethnicity, culture and identity
2. Increase achievement of English Learners
3. Increase achievement of students receiving special education services
4. Improve kindergarten readiness
5. Increase academic growth in reading and math for all students
6. Prepare all graduates for college, career and life

## Focus Areas

### Systemic Equity

Identify and address institutional and systemic inequities

### Positive School and District Culture

Create a shared sense of community to build trust and collaboration within and outside our schools

### College and Career Readiness

Increase opportunities for students to envision their future, explore careers and prepare for postsecondary education

### Program Evaluation and Resource Allocation

Evaluate the effectiveness of current programs and make informed adjustments and investments

### Effective and Culturally Relevant Instruction

Provide instruction in ways that are responsive to each student so they stay engaged and feel valued in the classroom

### Family and Community Engagement

Provide more opportunities for families and community members to have input in district decisions

# Introduction

Dear Saint Paul Public Schools Community,

I am truly honored and grateful for the opportunity to serve as the new superintendent of Saint Paul Public Schools. Joining such a vibrant and dedicated community of students, staff, families and partners is both a privilege and a responsibility that I hold close to my heart. United, we have the power to create an inspiring educational environment where every student thrives. I am excited to collaborate with our dedicated school board and the wider community as we link arms to fulfill our district's mission. I look forward to the transformative work ahead!

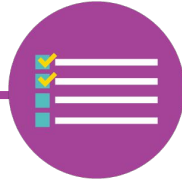
With excitement,

Dr. Stacie Stanley  
Superintendent

# Entry Plan Purpose & Phases



Create a path to seamlessly transition the role of superintendent



Establish the objectives, goals, and milestones to be met after the first 100 days



Implement a process to guide the Entry Plan, districtwide planning, and build relationships

**1 LISTEN**

**2 LEARN**

**3 EVALUATE**

**4 LEAD**

# Entry Plan Purpose & Phases

## Pre-Entry

During the pre-entry phase, the superintendent will identify a transition team to collect and disseminate information that will help with a seamless transition. The information provided will include current documents, data and an overview from each senior leadership team member.



## Entry Plan Guiding Questions

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



“What excites you about SPPS?”

“What is one thing you think is working well in SPPS?”

“If you were superintendent, what would you change first?”

# Entry Plan Overview

1

During the **LISTENING PHASE**, Dr. Stanley will take part in virtual and in-person meetings, attend community events and share updates through a variety of channels with the intention of meeting and sharing information with a wide range of stakeholders.



2

During the **LEARNING PHASE**, Dr. Stanley will take a deeper look into the structure of each department including a review of all current policies, operating procedures, department protocols, oversight, school-based systems and structures.



# Entry Plan Overview

3

The **EVALUATION PHASE** marks the beginning of analyzing and synthesizing information gathered from stakeholders during phases 1 and 2. Here we begin to develop plans for next steps.



4

During the **LEADING PHASE**, we will begin the implementation process and share expectations across the system. We will ensure transparency regarding updates related to the way of work across the District based on the evaluation phase.



# 100 Day Entry & Transition Plan Objectives

## Four Key Objectives

### Foster Relationships

Foster trusting, collaborative and constructive relationships with Saint Paul Public Schools Board of Directors, and both internal & external stakeholders.

### Maintain Trust

Maintain a high level of trust with the Saint Paul Public Schools community and stakeholders during transition through communication and visibility.

### Assess Effectiveness

Assess organizational coherence and effectiveness to support strategic plan implementation and collaboratively defined outcomes.

### Leverage Strengths

Strategically leverage strengths and opportunities to meet our mission to inspire our students.

# Foster Relationships

- ❖ Meet regularly with Board of Education members, senior leadership and union leaders within SPPS
- ❖ Initial conversations with all school principals and assistant superintendents
- ❖ Begin leadership development and team building with district and school leaders
- ❖ Build relationships with key community partners including city leaders, legislators, non-profit organizations and higher education institutions

# Maintain Trust

- ❖ Partner with district workgroups and Parent Advisory Councils to understand priorities and remain informed via district leadership
- ❖ Maintain visible presence in schools and community through events and site visits
- ❖ Establish clarity around decision-making processes with clear rationale behind decisions, especially on sensitive or controversial issues
- ❖ Create and enhance leadership development framework

# Assess Effectiveness

- ❖ Review academic and extracurricular data to build clear understanding of achievement across student groups and grade bands
- ❖ Engage in budget planning with ongoing updates from district leadership during transition and provide feedback/consult as appropriate
- ❖ Partner with Board of Education as they develop and establish BIGG goals
- ❖ Support implementation of new model for Continuous School Improvement Planning
- ❖ Develop mechanisms for stakeholders to provide feedback on transition effectiveness
- ❖ Analyze current reporting structures to determine efficacy and what, if any, modifications should be made

# Leverage Strengths

- ❖ Market district mission to enhance inspiration for the work we do in Saint Paul Public Schools
- ❖ Work with business partners to support successful district initiatives
- ❖ Partner with city officials to maximize fiscal capacity and growth
- ❖ Capitalize on established relationships with district and school-based parent groups for outreach efforts

# 100 Day Entry & Transition Plan Objectives

## Outcomes & Deliverables

1. Public presence, recognition and trust established in Saint Paul community to support strong student achievement and social-emotional well-being
2. Champion district mission and guiding values
3. Clarity of strengths, weaknesses, opportunities and threats (SWOT) as they relate to the district's financial status and timely execution of possible operating and/or capital project levy
4. Systems audits around school improvement and formation of the Superintendent Academic Advisory Team
5. Summary of themes and next steps for Board of Education

# 100 Day Entry & Transition Plan Objectives

## External & Internal Communication

During the first 100 days, Dr. Stanley will use a variety of communication methods including video, audio and written communication that champion Saint Paul Public Schools' mission and guiding values

