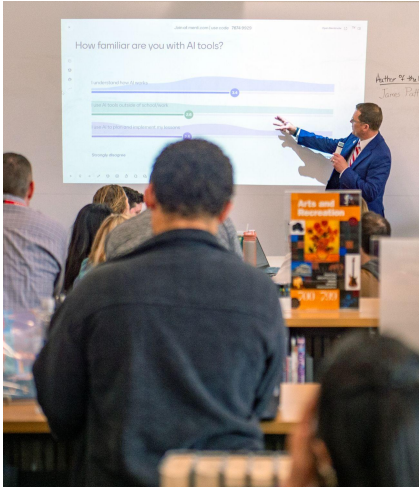


Superintendent Ovenell — 100 Day Report

December 2, 2025



Every leader is empowered to lead authentically and influence others in an environment that prepares students for the future of their choice

Phase 1: Transition Reflection (June 2025)

Focus: Reflecting on what we've learned over the last six months and setting the stage for a full-year vision.

Objectives:

- Review progress made during interim leadership: staffing, systems, stakeholder trust
- Finalized cabinet and key leadership roles for 2025-26
- Engage with board in goal-setting and vision alignment for long-term priorities
- Finalize budget to minimize reductions while maintaining services

- ◆ **Strategically maximize staffing during continued reduction cycle**
- ◆ **Redesigned central office structure so each leader owns clear systems: MTSS (Teaching and Learning, Student Support Service, Special Services)**
- ◆ **Stabilized building leadership transitions at Port Susan, Twin City, Cedarhome Elementary, Elger Bay Elementary, Church Creek Campus, Stanwood High School.**

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Phase 2: Re-Engagement & Alignment (July-September 2025)

Focus: Resetting expectations, re-engaging partners, and aligning work streams to strategic goals.

Objectives:

- Visit every school and department to hear feedback and observe culture
- Meet with certificated and classified staff teams across all sites
- Present State of the Schools events to share school district progress to community partners and stakeholders
- Review alignment of annual action plans and school improvement plans with district strategic plan
- Calibrate implementation of MTSS, inclusive instructional practices, and PD priorities

- ◆ **Continue to visit each school weekly to observe, learn, and support**
- ◆ **Ongoing “State of the Schools” and “Safety and Infrastructure Levy” information sessions with staff and community groups**
- ◆ **Prioritize engagement and achievement**

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— Phase 3: Strategic Adjustments & Reporting (October- November 2025)

Focus: Synthesizing feedback, analyzing data, and adjusting district implementation focus.

Deliverables:

- 100-Day Summary Report for school board as part of evaluative process
- Strategic Plan alignment check with suggested priority adjustments
- Refocus instructional focus on priority standards
- Communication to all stakeholder groups regarding potential levy

- ◆ **Developing steps for Strategic Plan update**
- ◆ **Positioning the district for a successful levy and long-term sustainability**

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What These 100 Days Made Possible ...

The first 100 days created the conditions for a highly productive year ahead:

Specific markers:

- **Weekly Friday Superintendent Updates and Community Connection**
- **Transparent public communication** about school level operations, levy needs, and fiscal position.
- **Handled high-tension issues** (leadership change, safety incidents, critical community feedback) with professionalism and consistency.

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First 100 Days:

Leading by example of my vision for people first

Over the last 11 months we moved the district from transition into a stable, focused trajectory. These first 100 days were about:

- Deepening trust in district operations and direction
- Restoring clarity in systems and expectations
- Aligning people, processes, and priorities to our strategic plan
- Positioning the district for a successful levy and long-term sustainability
- A fully staffed and stable Cabinet
- Coherent instructional priorities
- Clean operational systems
- A realistic, transparent fiscal plan
- A levy effort grounded in community trust
- A Board aligned around long-term direction

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Thank you!

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