



Superintendent Entry Plan Update

January 27, 2026

Dr. Tricia Murray, Superintendent of Schools



THE RYE COMMITMENT

The Board of Education of the Rye City School District understands that a world class education requires hard work, collaboration and dedication from everyone in the community. We take our responsibility of overseeing the academic and social-emotional development of our children in an equitable, inclusive environment very seriously. We are genuinely grateful to the faculty, staff, administration, families, and community for all of the hard work and support provided every day to educate our children to the highest of national and State standards.

Therefore, the Board of Education has developed **The Rye Commitment**—assurances to students, faculty, staff, administration, and the community that we will support the important work of our schools.

STUDENTS



TO STUDENTS:

We will provide the necessary support for you to receive an education that helps you become critical thinkers, effective communicators, collaborators, creative problem solvers and caring individuals who positively contribute to a diverse global environment.

FACULTY | STAFF ADMINISTRATION



TO FACULTY, STAFF, AND ADMINISTRATION:

We will support you and our collective pursuit of excellence through ongoing professional learning that is high quality, relevant, meaningful, and allows us to evolve and expand our practices.

COMMUNITY



TO THE COMMUNITY:

We will reflect upon our work, seek feedback, always strive for improvement, and ask you to engage in meaningful discussions about our programs and all that we do to create and support an equitable, inclusive, fiscally responsible school system.

COMMITTED TO RYE SCHOOLS

Adopted October 2024



Goals of Entry Plan

- Establish a smooth leadership transition through active listening and engagement.
- Develop strong, trusting relationships with students, families, faculty, staff, and community members.
- Gain a comprehensive understanding of the district's culture, strengths, and areas for growth.
- Build a foundation for collaborative decision-making and long-term strategic planning.



Goals of Entry Plan

- Strengthen partnerships with local organizations, businesses, and government officials.
- Establish transparent communication channels between schools and the broader community.
- Align all initiatives with the Rye Commitment to support excellence in education and student well-being.



Priority Areas

- Student-Centered Teaching and Learning
- Operational and Financial Sustainability
- Governance, Community, and Public Relations



Overall Themes

- **People are our greatest strength-** dedicated administrators, faculty, staff, and engaged students
- **A deeply supportive community** with strong pride in our schools
- **Clear momentum in the right direction** as a district
- **Student success defined by life readiness-** graduates who leave confident and prepared for what comes next



Student-Centered Teaching and Learning

Insights and Reflections	Connections to Strategic Plan 2025-2030	Action Steps 2025-2026
<ul style="list-style-type: none"> ● Raise expectations around academics and create various academic pathways for all students ● Balance high academic expectations with the social-emotional needs of students 	<ul style="list-style-type: none"> ● Expand courses and instructional strategies that emphasize and grow critical thinking, collaboration, creative problem solving, and effective communication for all students ● Create physical spaces that support innovative learning and student ownership ● Increase student voice and decision-making ● Foster a culture of care within the school community 	<ul style="list-style-type: none"> ● Implementation of IB Diploma Programme ● Designing and implementing authentic projects and capstone projects ● Highlighting academic achievements ● Utilizing AI to enhance critical thinking ● Established HS vision committee ● Implementing Responsive Classroom at elementary schools ● Refining push-in counselor lessons ● Administered a culture and climate survey



Operational and Financial Sustainability

Insights and Reflections	Connections to Strategic Plan 2025-2030	Action Steps 2025-2026
<ul style="list-style-type: none"> ● Increase our level of efficiency across the system ● Create long-term facilities plan ● Create long-term financial plan that is fiscally responsible and supports high programmatic expectations 	<ul style="list-style-type: none"> ● Align budget with strategic initiatives ● Maintain and improve facilities to support student learning ● Expand awareness of the food service program ● Empower and build capacity within staffing ● Modernize technology and infrastructure to support the evolving needs of the RCSD educational system ● Ensure all members of the school community, including students, consistently follow and implement established security procedures. 	<ul style="list-style-type: none"> ● Created a budget to actual financial report for each building/department ● Identified metrics regarding staffing expenditure for future tracking ● Utilizing Building Condition Survey and established criteria to create facilities plan ● Created a budget with infrastructure and WIFI upgrades based on data and feedback



Governance, Community, and Public Relations

Insights and Reflections	Connections to Strategic Plan 2025-2030	Action Steps 2025-2026
<ul style="list-style-type: none">● Increase communication at all levels- specifically building and teacher communication● Communicate with consistent messaging that reflects what we value	<ul style="list-style-type: none">● Improve communication to ensure consistent messaging throughout the District	<ul style="list-style-type: none">● Administered communication survey to community● Implemented monthly principal communication● Increased social media use to highlight District priority areas/Rye Commitment● Attend Community Coffees, PO/PTO meetings, school/community events● Attend regional Superintendent meetings and legislative forums



Next Steps

- Grow enrollment in IB programme, implement interdisciplinary courses, and provide pathways for students
- Focus on SEL, specifically at the middle and high school level
- Create learning spaces for students that encourage innovation and collaboration at the secondary level
- Create a long term financial plan for the District that incorporates facilities needs and academic programming
- Continue to improve communications at all levels



Questions/Discussion

