

**2026  
Superintendent  
100 Day Plan**

# BUILDING TRUST THROUGH LISTENING & ACTION

**Dr. Antoine Reed**



**Sun Prairie Area  
School District**  
Futures depend on us...every child, every day.

To: Sun Prairie Board of Education

Dear Sun Prairie, Public Schools Community,

When I think about this opportunity, I think first about our scholars. Every decision we make, and every conversation we have, will focus on creating the conditions for students to become scholars who grow, achieve, and know they belong. That belief has guided my work. It's also what draws me to Sun Prairie. As I've learned more about this community, I see a district that cares deeply about its scholars and the community's future. I see a commitment to excellence, a focus on opportunity, and a desire to keep growing in ways that serve every learner. That's the kind of work that matters. It's also the kind of work my family and I would be proud to join.

If given the opportunity to serve, my first steps would be simple. Listen to scholars talk about their experiences. Listen to staff about what's working and where they need support. Listen to families and community partners about what they see, value, and hope for. Before we move forward, we must understand where we are, from there, the work becomes clearer. My first 100 days would focus on exploration, engagement, and empowerment. Exploration means understanding through real conversations and experiences. Engagement means building strong, consistent connections. People deserve to feel seen, heard, and part of the next steps. Empowerment means creating the right conditions for success. That means giving educators and staff the tools, time, and training need to champion the instructional core.

I am grateful for this opportunity and welcome the chance to build with this community. Thank you for your time and consideration. I look forward to partnering with you to make a lasting impact for every scholar in Sun Prairie.

Dr. Antoine Reed



Over the past several years, I've learned something simple but important.

In times of change, people don't need more messaging.  
They need to feel heard.

The first 100 days aren't about having all the answers.  
They're about deeply understanding what matters to scholars, staff, families,  
and the community.

Because when people feel heard, trust begins.  
And trust is what allows everything else to move forward.

### **The Reality**

In most districts, there's a familiar pattern.

- We're doing a lot
- We're working hard
- But sometimes we're reacting more than we're planning in unity

And over time, priorities begin to compete, communication becomes more complex,  
and connection with the community can weaken.

Not because people don't care — but because we haven't always had the space to listen first.

### **The Opportunity**

The opportunity in the first 100 days is simple.

Let's slow down just enough to understand before we act.

To hear directly from:

- Principals and staff
- Students and families
- Community partners

Not just what they think, but what they're experiencing.

Because those insights are what allow us to focus our work, align our efforts, and move  
forward with clarity.

## **Our Strategy: Active Listening & Response**

Our approach is grounded in one idea.

### **Active Listening & Response**

Not just listening to hear but listening to understand, and then acting on what we learn.

It works in three simple steps:

#### **1 LISTEN**

Create space for real conversations by meeting people where they are and engaging all stakeholders — staff, students, families, and the community.

Our goal is to understand lived experience, not just data.

#### **2 SYNTHESIZE**

Identify patterns, not just comments.

Define:

- What's working (What do we Champion)
- Where there's friction
- Where opportunity exists
- Turn conversation into insight

#### **3 RESPOND**

Prioritize what matters most, translate insights into action, and communicate clearly and consistently.

Close the loop so people see themselves in the work.

This is how listening becomes trust. And trust becomes progress.

## The Role of Storytelling

### Connect to equity + communication

Storytelling plays a critical role in this work.

Because equity isn't just about what we do, it's about whose stories are seen, heard, and valued.

When we listen well:

- We surface voices that aren't always heard
- We better understand different experiences
- And we can communicate in ways that reflect the full community

Storytelling helps make complex work understandable, build connection across differences, and ensure people see themselves in our progress.

It turns strategy into something people can feel.



## What the First 100 Days Look Like

### DAYS 1-30

#### **LISTEN & LEARN**

Meet with cabinet. Operations, HR, principals, staff, students, families. I will also learn and listen to each board member (retreat)!

Host listening sessions across the community.

Review data, but prioritize lived experience.

Begin identifying early themes.

### DAYS 30-60

#### **Define & Align**

Synthesize insights into key priorities.

Identify top opportunities & key barriers.

Begin aligning leadership and teams.

Communicate what's being heard.

In Alignment I will focus on Equity Becoming a Action, & Ensure Teachers/Staff have tools, time and training needed for the (Instructional Core)!

### DAYS 60-100

#### **Act & Communicate**

Launch initial actions tied to top priorities.

Simplify communication and messaging.

Share progress clearly and consistently.

Continue listening while moving forward.. Marketing and messaging the positives and the opportunities.

We will have a care before accountability start to the school year!

## What Success Looks Like

**By the end of 100 days:**

**People feel heard | Priorities are clearer | Communication is more consistent**

Early actions reflect real needs and trust begins to build. Not because everything is solved but because people see a path forward.

**This work is simple, but it's not easy. It requires:**

- Consistency
- Clarity
- And a commitment to listening, even when it's uncomfortable

But when we get it right:

We don't just improve communication. We strengthen relationships. We align our work.

And we build a district where people feel connected to what we're doing — and why it matters. Because in the end, progress starts with understanding.

**Storytelling plays a critical role in this work.**

Because equity isn't just about what we do, it's about whose voices are heard, whose experiences are understood, and how those stories shape our decisions.

I've seen this firsthand through work like Brothers for Change at Rockford Public Schools.

That initiative didn't start with a program.

It started with listening.

We created space for students to share their experiences openly and honestly. What we heard shaped the work that followed. And just as importantly, those stories helped others in the system better understand perspectives they hadn't fully seen before.

That's where the impact happens.

When people feel heard, they engage.

When their experiences are reflected, trust begins to grow.

And when we share those stories thoughtfully, we build understanding across the entire community.

Storytelling helps us turn listening into something people can see, feel and experience.

Intentional listening builds collaboration and strengthens relationships, which in turn leads to trust. Trust allows us to align our efforts effectively. We will achieve transparency by consistently using our various communication channels. Our combined actions will help us both retain and attract talent for the future while remaining the top choice today. I will carefully manage our resources to ensure we succeed now and are ready for the future. We will demonstrate Equity in both our actions and how we measure them. To show why you should hire me, I will use an example from "A BUG'S LIFE."

