

FULLERTON
SCHOOL
DISTRICT



Superintendent's **100-DAY** **ENTRY PLAN**

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Listening. Learning. Leading Together.

My transition to serve as the new Superintendent of the Fullerton School District will center on looking, listening, and learning with a focused need to establish a collaborative leadership presence.

The overarching goal of the 100-Day Entry Plan will be to move from “newcomer” to a trusted collaborative leader.

GRETCHEN JANSON, ED.D.
Superintendent

Goals **for the Superintendent's 100-Day Entry Plan**

Goal #1

Community Connections, Trust Building, and Infrastructure Stewardship

Goal #2

Collaborative Governance and Operational Focus

Goal #3

Strategic Insight and Systemic Efficiency

Goal #1

Community Connections, Trust Building, & Infrastructure Stewardship

The Goal

Build visibility through “Listening and Learning” tours and establish a transparent road map for FSD’s facilities.

Superintendent Synthesis

Conclude the 100 days with a comprehensive report that includes **key themes from the listening process, early findings, areas for further study, and recommended next steps** across governance, facilities, fiscal stewardship, and student outcomes.

Goal #2

Collaborative Governance & Operational Focus

The Goal

Develop trust-based relationships with the Board, labor partners, and key leaders to gather information that will guide the instructional focus.

Foster a Cohesive Governance Team

Establish a **Board Feedback Loop** with structured updates at **Day 30, Day 60, and Day 100**. These updates will be held as **Closed Session items** for each Board meeting as part of the Superintendent evaluation process to ensure the Board stays informed without disrupting the listening process.

Labor Relations Bridge Building

Begin foundational conversations with FETA, CSEA, and FESMA. These meetings will emphasize **productive communication norms** and **shared commitments to staff support and student success**, signaling a desire to continue and strengthen these vital relationships during this leadership transition.

Goal #3

Strategic Insight & Systemic Efficiency

The Goal

Conduct a deep dive into programmatic, enrollment, and fiscal data to ensure resources support excellence.

Programmatic Return on Investment with an Explicit Equity Lens

Evaluate existing programs through an **equity lens** to ensure all students have access to high-quality programming. This evaluation will serve as a foundation for a "drill down" during the next 100 days, specifically reviewing data regarding:

- **Literacy and Math proficiency**
- **Chronic absenteeism**
- **English learner progress**
- **Special education supports**
- **Student belonging**

Phase 1: Days 1-30

Alignment, Collaboration, & Infrastructure

Focus

Establishing shared guiding principles and aligning the District Office as an instructional support hub.

Board Feedback Loop (Day 30)

Conduct the first progress update in Closed Session to align on shared guiding principles and initial observations.

Internal 1:1 Meetings

Meet individually with Board Members, Cabinet leaders, Association Presidents, and Directors to learn about their needs and align a common mission.

Phase 2: Days 31-60

Visibility, Connection, & Instructional Pulse

Focus

Launching the school year and experiencing the “Fullerton Student Experience” firsthand.

Board Feedback Loop (Day 60)

Provide a mid-point update to the Board in Closed Session regarding findings from the listening tours and early data reviews.

Local Parent Engagement

- **Site-Based Parent Meetings:** Participate in site meetings with all established parent leadership groups.
- **Intentional Equity Outreach:** Conduct targeted outreach to **multilingual families, historically underserved communities, and families who remain outside formal parent leadership circles** to ensure diverse perspectives are heard.

Data Dives

Meet with Educational Services and each principal to review student outcome data (Literacy, Math, EL progress, etc.) and hear about theories of action to improve results.

Phase 3: Days 61-100

Synthesis, Student Voice, & Strategic Roadmap

Focus

Scaling success, amplifying student voice, and formalizing the long-term vision.

Board Feedback Loop (Day 100)

Present the final synthesis to the Board in Closed Session, transitioning from the entry plan to the long-term strategic vision.

Superintendent's Report

Deliver a final, public-facing report highlighting:

- **Key themes** from the listening process and shadow days.
- **Early findings** from data audits and facility walks.
- **Areas for further study** identified during the "drill down" on student outcomes.
- **Recommended next steps** for governance, facilities, fiscal stewardship, and student outcomes.

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