

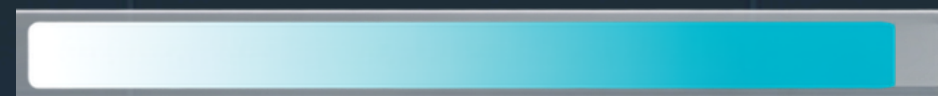


FORWARD TOGETHER

100-Day Superintendent Entry Plan

Dr. Destiney Ross-Putney | Superintendent, Vance County Schools

SYSTEM STATUS: **LISTEN. LEARN. ALIGN. ACT.**



INITIALIZING LEADERSHIP PRIORITIES...

Building on a Strong Foundation

Guided by the Vance County Board of Education



Vance County Schools is committed to providing broad experiences and opportunities to stakeholders that enable them to compete globally.

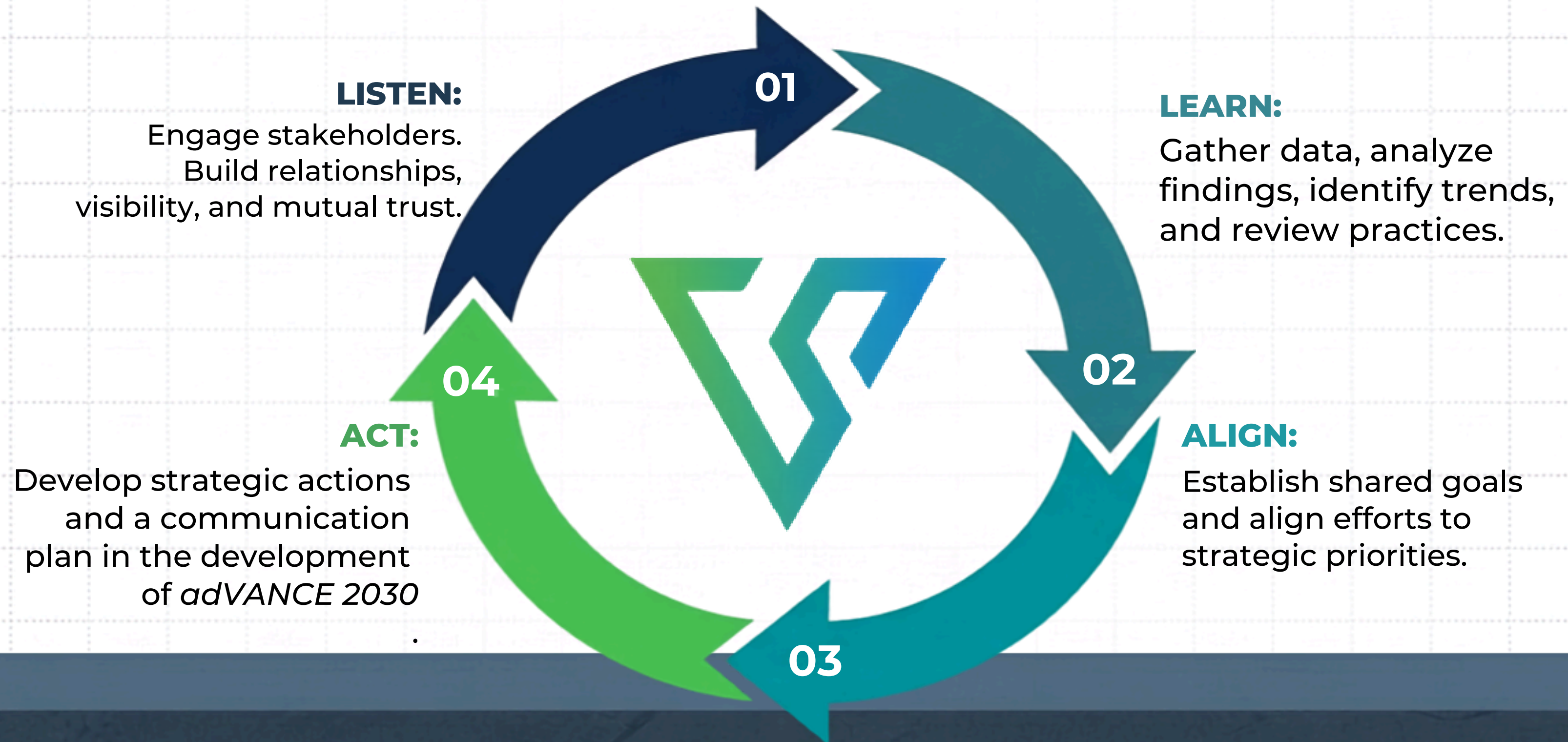


Building on Our Foundation. Moving Vance Forward.

Great school systems are not built by chance. They are built through intentional leadership, strong systems, and people who believe every child deserves our very best.

Achieving our vision requires more than great instruction, it requires great systems.

Primary Actions in the First 100 Days



The purpose is to establish direction rather than pre-determine focus.

Five Priorities for the First 100 Days



Listen, Learn & Build Trust

Engagement
across students,
employees,
families, and
community
partners



Strengthen Teaching & Learning

Consistently
strong
instruction in
every classroom,
every day



Build Leadership Capacity

Clear,
collaborative,
and results-
focused
leadership
culture



Strengthen Financial Stewardship

Responsible
stewardship of
public resources
aligned to
student needs



Strengthen School Safety

Safe and
welcoming
schools for every
student and
employee

These priorities will guide our focus, our decisions, and our actions.

PRIORITY 01

Listen, Learn, and Build Trust Through Stakeholder Engagement

Every Great Plan Begins by Listening.



Priority 01: Listen, Learn, and Build Trust Through Stakeholder Engagement

Engagement across students, employees, families, and community partners.

Relationships, Visibility & Trust

- Visit every school and district department, routinely
- Establish Superintendent Advisory Councils
- Meet with local government, business, and faith leaders

Communication & Engagement

- Provide consistent, transparent updates to the Board
- Gather stakeholder feedback through surveys and focus groups

Employee Culture & Recognition

- Review recognition practices and celebrate excellence throughout the year
- Launch a districtwide Employee Service Pin Recognition for VCS years of service

Launch strategic planning process to guide the development of *adVANCE 2030*, the district's 3-year strategic plan.



PRIORITY 02

Strengthen Teaching, Learning, and Student Success



Exceptional Learning Is Our Core Function.

Priority 02: Exceptional Learning Is Our Core Function

Consistently strong instruction in every classroom, every day.

Data-Driven Achievement

Analyze School Performance Grades, EVAAS, and local assessments to ensure timely interventions.

Proficiency-Based Learning

Strengthen and expand the use of proficiency scales to support feedback, intervention, and accurate grading.

Instructional Excellence

Review curriculum implementation, instructional expectations, and instructional resources across all grade levels and subject areas.

Innovation Hubs: Evaluate and expand experiential learning opportunities at the Center for Innovation, SparkNC, EnTech.



BUY YOUR
INSURANCE

PRIORITY 03

Build Leadership Capacity and Organizational Excellence

Strong Leaders Build Strong Systems.

Priority 03: Build Leadership Capacity and Organizational Excellence

Ensure the district's structures & staff align with its priorities.

Leadership Development

- Strengthen cross-departmental collaboration and collaborative decision-making
- Provide leadership development opportunities for cabinet members and principals

Continuous Improvement

- Work alongside district leaders and principals to identify annual priorities aligned to district goals
- Monitor Indistar and the Title 1 Crate tools to monitor progress and identify needed support with school improvement efforts

Organizational Excellence

- Strengthen customer service expectations across all departments, but especially at front desks and other public-facing roles
- Meet with ASC departments to review responsibilities and workflows

PRIORITY 04

Strengthen Financial Stewardship, Operations & Organizational Systems



Better Systems. Better Service. Better Schools.

Priority 04: Strengthen Financial Stewardship, Operations & Organizational Systems

Strengthen the district's financial stewardship and organizational systems.

Financial Stewardship

- Review the district's financial position and funding priorities
- Analyze enrollment trends and staffing
- Monitor the transition of the two consolidated school facilities back to county

Operational Coherence

- Visit schools and facilities to assess building conditions and operational needs
- Identify opportunities to improve service to schools through transportation, maintenance, technology, and child nutrition

Systems & Knowledge Management

Launch the *VCS Resource Vault*, a centralized hub for documented procedures, forms, and operational resources.

A photograph of a woman with dark hair in a ponytail, wearing a pink shirt and a grey backpack, looking down. A woman in a pink jacket is placing her hand on the first woman's shoulder in a comforting gesture. The background is a blurred outdoor setting with green foliage.

PRIORITY 05

Strengthen School Safety, Student Support, and District Culture

Safety Is the Foundation of Learning.



Priority 05: Strengthen School Safety, Student Support, and District Culture

Environments where students feel safe, supported, and connected.

Strengthen School Safety

- Lead cross-departmental efforts to support the implementation of an emergency/crisis alert system
- Continue working with local law enforcement and emergency responders to strengthen school safety

Student Support Services

- Analyze attendance, discipline, and climate data to deploy targeted support to schools in need
- Evaluate implementation of the new EC service model, staffing, workloads, and service delivery

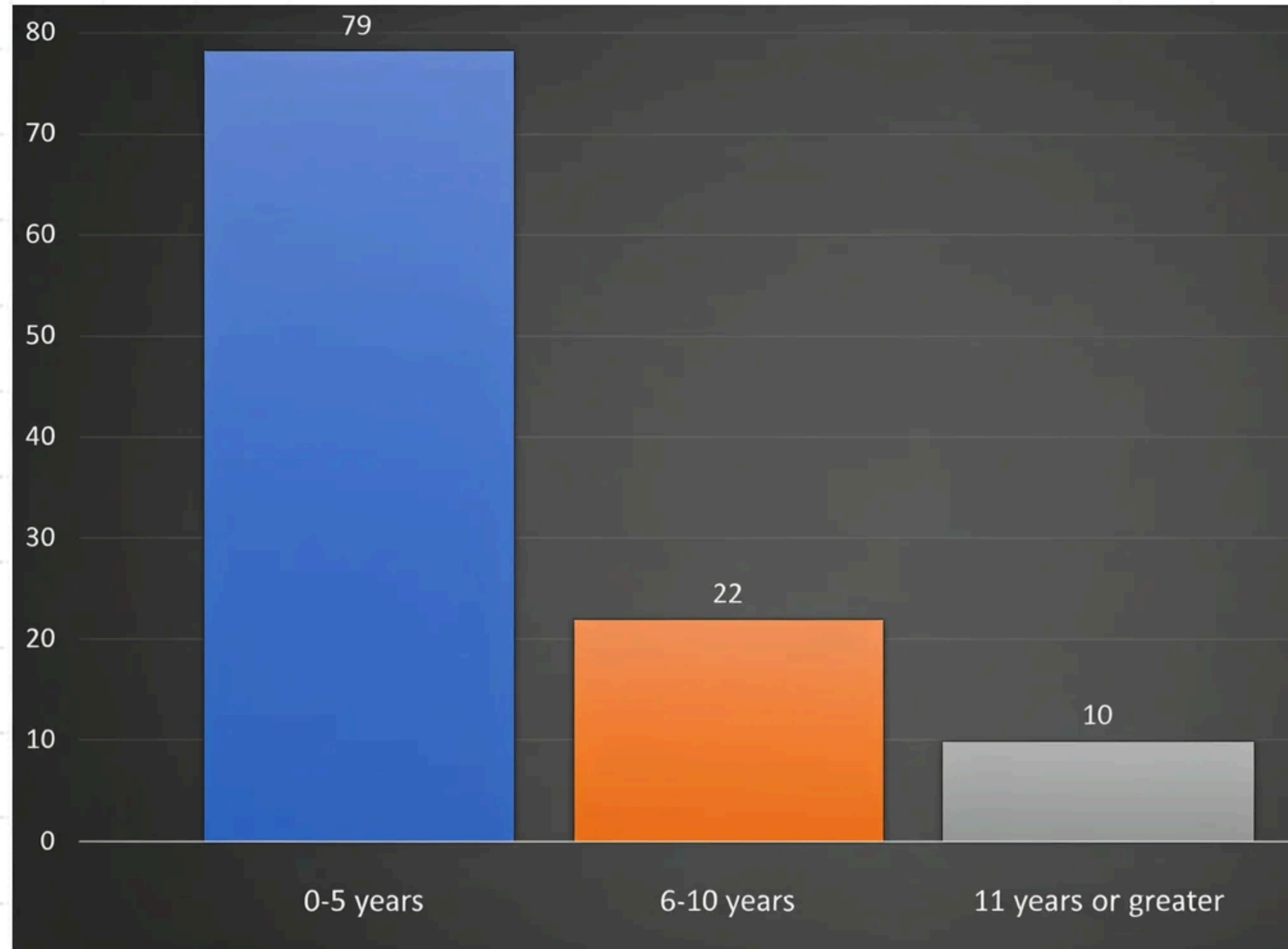
School Culture & Employee Well-Being

- Procure a common resource that identifies practices that promote belonging, respect, and positive relationships
- Identify opportunities to better support employee wellness and professional well-being

Current State of Superintendents in NC

as of July 15, 2026

There are 4
interim
superintendents

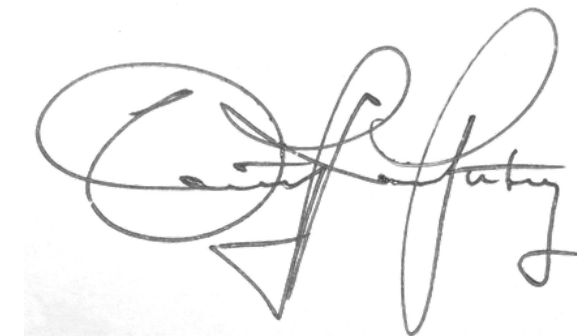


A Deeply Personal Commitment

As a proud graduate of Vance County Schools, the parent of Vance County students, and an educator with nearly two decades of service to this district, this appointment is deeply personal.

My vision is to build a school system where every student is safe, supported, and prepared for success beyond graduation.

This community helped shape me, and I consider it an honor to help shape its future.

A handwritten signature in black ink, appearing to read "C. R. F. J.", positioned above the portrait of the speaker.