

## STRATEGIC LISTENING PLAN

Dr. Thompson's commitment to listening will engage building and district leaders, school and central office staff, and parents and the community in critical conversations to shape the future of the district. Participants will share their perspective on four questions:

1. What is WPS doing well?
2. What areas present the greatest challenges for WPS?
3. What needs to be in place in order to move the district forward?
4. How can we best communicate with you to promote open and transparent district culture?

Listening session dates\* have been scheduled, with more information forthcoming:

- o **Staff:** October 2, 3, 5 and 10
- o **Parents:** October 24 and 26, November 2, 14, 16, 28 and 30

\*Learn more about the listening plan at [www.usd259.org/superentryplan](http://www.usd259.org/superentryplan).

## TRANSITION REPORT

Completion of this entry plan will allow Dr. Thompson to establish relationships with internal and external stakeholders while gaining a deeper understanding of the district's strengths and challenges. The structured listening and learning sessions, and corresponding strategic data collection process, will enable Dr. Thompson to maximize the district's efforts toward accelerating student achievement for all students within the Wichita Public Schools.

Upon completion of these activities, a culminating report with findings and proposed strategies for system-wide improvements will be released to the Wichita Board of Education and WPS community in spring 2018.



[WWW.USD259.ORG/SUPERENTRYPLAN](http://WWW.USD259.ORG/SUPERENTRYPLAN)

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# Dr. Alicia Thompson

## WPS Superintendent Entry Plan

### INTRODUCTION

New to the leadership role in Kansas' largest school district, Dr. Alicia Thompson is no stranger to the Wichita Public Schools. In her 25 years as a WPS educator and leader, she's learned what it takes to help students succeed. As a WPS student and proud graduate of Wichita Heights High School, she has benefitted from the generosity of a community that embraced her as a young person, growing personal and family roots in Wichita. She brings her knowledge of our district, her commitment to our community and her passion for student learning to her role as superintendent of the Wichita Public Schools.

At the same time Dr. Thompson is listening carefully to the thoughts and ideas of WPS stakeholders, she is also focused on **three key student-centered objectives** during her first year as superintendent:

- **Academic rigor** – including 3rd grade proficiency, an aligned and viable preK-12 curriculum, problem solving and analytical thinking skills, and choices and pathways to provide individualized experiences for students
- **Social, emotional and character development** – including the development of soft skills such as communication, conflict resolution, organization, self-regulation, teamwork and collaboration, and time management
- **Strategic community partnerships** – including enhanced school/family communication, thriving site councils and collaborative community partnerships

### PURPOSE

This WPS entry plan outlines specific strategies to provide Dr. Thompson the opportunity to learn through the lens of the superintendent about our district's students, staff and the community that supports them. By engaging in this entry plan, Dr. Thompson will learn what WPS is doing well, what areas present the greatest challenges for WPS and what needs to be in place in order to move the district forward.

*“As superintendent of the Wichita Public Schools, I have a great desire to work relentlessly for the students and community of Wichita. I will send a clear message that collaboration, communication, competence and accountability in all areas of our work is the expectation that is essential to support student success.”*

*~Dr. Alicia Thompson, Superintendent  
Wichita Public Schools*

### WPS MISSION STATEMENT

The work of the Wichita Public Schools is to empower all students with the 21st century skills and knowledge necessary for success by providing a coherent, rigorous, safe and nurturing, culturally responsive, and inclusive learning community.

# LISTEN • LEARN • PLAN • LEAD

## TRANSITIONAL GOALS

Activities outlined in Dr. Thompson's entry plan will be guided by the following transitional goals:

- Assess the strengths and weaknesses of the district's academic programs
- Assess the district's current financial position
- Assess operational efficiencies and alignment
- Assess the strengths and weaknesses of the district's performance management system
- Assess the district's current political landscape
- Establish a positive board-superintendent relationship
- Continue a positive working relationship with administrators, teachers and support staff
- Continue a positive presence in the community
- Establish positive relationships with key partners
- Ensure a flawless opening to the 2017-18 academic year

## STRATEGIES FOR SUCCESS



# LISTEN

- Conduct one-on-one listening meetings with Board of Education members.
- Host individual or small-group listening sessions with district and school administrators, union heads, state-level education officials, and leaders from business, partner, media and faith communities.
- Meet with local and state elected officials, extending the invitation to visit schools whenever possible.
- Host roundtable conversations with teachers, support staff and parents to hear their views on what is going well, what our greatest challenges are and what needs to be in place to support student success.
- Work with the BOE to establish communication guidelines and promote transparency.
- Identify and clarify the roles of the BOE and superintendent, identify goals and share mutual expectations.
- Visit all school and support sites during the 2017-18 school year.
- Attend local functions and key strategy meetings to hear ideas and concerns of those who actively engage in community leadership.
- Meet monthly with Superintendent's Student Advisory Council (SuperSAC) to learn more about what they value in their education and their ideas for improvement of the Wichita Public Schools.
- Invite the Wichita community to share their ideas and concerns about WPS.
- Schedule regular conversations with union leaders, as well as leaders from the city, county and Wichita State University.



# LEARN

- Analyze and evaluate all aspects of the district's academic and curriculum work, including data from core areas of math and literacy instruction; special education and English as a Second Language (ESOL); state assessments; internal formative and summative assessments; professional learning; achievement gap; graduation rate; ACT and SAT performance; school climate and behavior survey data; and student and staff discipline trends.
- Develop core knowledge of district financial and business operations, including – annual budget and state reporting requirements, budget reductions implemented over the last 3-5 years, short- and long-term anticipated budget requests including capital outlay, enrollment projects and trends that may impact district operations; annual audit report, and long-range financial projections.
- Become familiar with district plans and operations in the areas of technology; safety and crisis plans at the district and school levels; magnet schools and other programs that offer choice to students and families; communications and marketing; customer service; facility master plan; capital improvement; transportation; district organization structure; enrollment projection and planning.



# PLAN

- Engage stakeholders to support analysis of all data reviewed and feedback gathered, identifying trends and major themes.
- Provide regular updates to the BOE on the status of listening and planning work as a result of this entry plan.
- Work with the BOE to review, develop and align policies that support the district's strategic plan.
- Collaborate with internal stakeholders to develop a process for aligning policies with the district's strategic plan, with the end goal of accelerating student learning.
- Continue meeting and collaborating with community partners, identifying opportunities for targeted partnerships to embrace and support WPS students and staff.
- Develop a communication plan to facilitate consistent and transparent outreach to key stakeholders.
- Hold a retreat with the BOE following completion of all entry plan listening work.



# LEAD

- Prepare a written report and public presentation of entry plan findings, including recommended strategies to increase organizational efficiency and accelerate student achievement.
- Share strategic listening feedback with all stakeholders who participated in the conversations.
- Begin to implement recommended strategies.