

SCHOOL DISTRICT OF THE CITY OF YORK

Superintendent Entry Plan

Dr. Andrea J. Berry, Superintendent
August 2019-November 2019

Listen. Learn. Partner.



Leadership Core Values

- Always present yourself with honesty and integrity. **(Treat everyone with courtesy and respect at all times)**
- Leadership is vital for teaching and learning, **BE PRESENT! (strive for continuous improvement)**
- Respect your responsibility and your obligation as an educator. **(Be the best you want to see in others.)**
- Illustrate a whatever it takes attitude, our students deserve our best **ALWAYS! (Student-first mentality)**
- Communication is a key expectation! **(No surprises, full transparency)**



Goal 1:

Governance

Build and develop a trusting, positive, collaborative, team-oriented relationship with each individual board member and the board as a whole.

	August	September	October	November
SHARE THE ENTRY PLAN FOR FEEDBACK SUGGESTIONS AND GUIDANCE.	✓			
ENGAGE IN ONE ON ONE MEETINGS WITH BOARD MEMBERS TO DEEPEN RELATIONSHIPS, UNDERSTAND THEIR ASPIRATIONS FOR DISTRICT, STRENGTHEN DIALOGUE AND STRENGTHEN OUR SHARED VISION FOR THE SCHOOL DISTRICT.	✓			
ESTABLISH A REGULAR MEETING TIME WITH EACH BOARD MEMBER MONTHLY FOR THE FIRST 90 DAYS.	➔			
ENGAGE IN THE FIRST RETREAT/PROFESSIONAL LEARNING ON POLICY GOVERNANCE.	➔			
DEVELOP AND UTILIZE APPROPRIATE COMMUNICATION PROTOCOLS AND EXPECTATIONS BETWEEN THE BOARD AND THE SUPERINTENDENT.	✓			
ESTABLISH A CALENDAR FOR BOARD/SUPERINTENDENT SCHOOL VISITS WITH THE SUPERINTENDENT AND HER DESIGNEE.	➔			
ESTABLISH A STRUCTURE AND/OR EXPECTATION FOR RESPONDING TO STAKEHOLDER CONCERNS, COMMENTS AND FEEDBACK.	➔			



Complete



In Progress



Not Initiated

Goal 2: Student Achievement

Develop and implement a comprehensive Instructional Infrastructure focusing on the following components:

- Data Systems & Accountability
- Curriculum Components
- Collaborative Structures
- Assessment Strategy

to serve as a roadmap for teaching and learning.

	August	September	October	November
ESTABLISH A DISTRICT DATA TEAM. (DATA SYSTEMS & ACCOUNTABILITY)	➡			
PRESENT A PROTOCOL FOR HOW TO PRESENT DATA DISTRICT-WIDE. (DATA SYSTEMS & ACCOUNTABILITY)	➡			
ALL STATE TESTED CURRICULUM IN ELA AND MATH IN GRADES K-12 IS MAPPED TO THE ELIGIBLE CONTENT. (CURRICULUM COMPONENTS)	➡			
DEVELOP 2 EXEMPLAR LESSON PLANS FOR TWO DIFFERENT STANDARDS IN GRADES K-8 MATH AND ELA. (CURRICULUM COMPONENTS)	✘			
CREATE A PLC PROTOCOL THAT TEACHERS WILL USE DISTRICT-WIDE DURING PLC MEETINGS. (COLLABORATIVE STRUCTURES)	➡			
CREATE AN ASSESSMENT INVENTORY OUTLINING ALL ASSESSMENTS GIVEN IN THE DISTRICT.	➡			
SHARE A DISTRICT ASSESSMENT CALENDAR THAT OUTLINES WHEN ASSESSMENTS ARE GIVEN AND DEADLINE DATES FOR COMPLETION	✔			



Complete



In Progress










Not Initiated

Goal 3:

Community & Public Relations

Continue to shape and improve both a positive and productive community relationship amongst the students, parents and businesses in our community.

	August	September	October	November
MEET MONTHLY WITH THE MAYOR				
BRAINSTORM WITH PRINCIPALS AND THE SUPERINTENDENT OPPORTUNITIES FOR UNIQUENESS AND VARIETY IN MEETINGS AT THEIR RESPECTIVE SCHOOLS.				
MEET WITH FAITH-BASED LEADERS TO BUILD RELATIONSHIPS TO BRIDGE COMMUNITY GAPS AND HEAR CONCERNS AND IDEAS SO THEY CAN BE ADDRESSED AS WE MAKE DECISIONS IN THE SDCY.				
ESTABLISH A PARENT ADVISORY COMMITTEE WITH INTENTIONS TO INCREASE PARENT INVOLVEMENT AND PROVIDE INSIGHT ON HOW TO MEET PARENTAL NEEDS AND CONCERNS.				
ESTABLISH A SCHOOL SYSTEM IMPROVEMENT COUNCIL THAT SERVES AS AN ADDITIONAL VEHICLE TO COMMUNICATE DISTRICT INFORMATION.				
CREATE A CITIZEN'S ADVISORY COMMITTEE THAT ASSIST IN GETTING INFORMATION OUT TO THE COMMUNITY.				
ENGAGE IN NON-TRADITIONAL OUTREACH TO INCREASE OPPORTUNITIES TO MEET PARENTS AND STAKEHOLDERS AND DEVELOP ADDITIONAL PARTNERSHIPS.				



Complete










In Progress



Not Initiated

Goal 4: Organizational Capacity & Alignment

Increase and improve organizational efficiency and effectiveness to ensure our district operates as a highly effective cross functional team.

	August	September	October	November
REVIEW AND EVALUATE THE DISTRICT'S CURRENT PROCESS FOR ESTABLISHING DEPARTMENT GOALS ALIGNED TO THE BOARD GOALS.				
CONDUCT A RETREAT AND TRAINING SCHEDULE WITH SENIOR STAFF TO REVIEW VISION, MISSION AND INFORMATION ASSOCIATED WITH DISTRICT OPERATIONS.				
INITIATE WEEKLY REPORTS WHICH PROVIDE REFLECTIONS ON THE CURRENT WEEK ACTIONS AND PREVIEW INTO THE NEXT TWO-WEEK ACTIONS.				
PLAN ADDITIONAL RETREATS WITH SENIOR STAFF TO REVIEW ACCOUNTABILITY PLANS (90-DAY PLANS), FOR ALL FUNCTIONAL UNITS AND CLARIFY PROCESS AND PROGRESS TOWARD IMPROVEMENT				
ISSUE BRIEFING DOCUMENTS TO ALL DEPARTMENT HEADS AND SCHEDULE ONE ON ONE MEETINGS TO DISCUSS TIMELINES, DISCREPANCIES, ETC.				
PROVIDE A REVISED ORGANIZATIONAL CHART TO THE CABINET AND MEMBERS OF THE ADMINISTRATION TEAM.				
SHARE THE DISTRICT ROLES AND RESPONSIBILITIES DOCUMENT WITH THE DISTRICT CABINET AND THE ADMINISTRATION TEAM.				



Complete



In Progress



Not Initiated

Goal 5: Building Capacity/Human Capital/Talent Management

Create and ensure a highly effective recruitment, development and retention system in order to attract top talent, build capacity and increase educator effectiveness.

	August	September	October	November
ESTABLISH A RECRUITMENT AND RETENTION COMMITTEE WITH CLEAR CONNECTIONS TO ACHIEVING SCHOOL-BASED NEEDS AND SHARING BEST PRACTICES FOR RECRUITING, RETAINING AND DEVELOPING TEACHERS.	➔			
CONDUCT AN AUDIT OF THE HUMAN RESOURCES DEPARTMENT.	➔			
ESTABLISH AND SHARE THE DISTRICT'S HIRING PROCESS, TIMELINES AND INTERVIEW PROTOCOL.	➔			
GATHER AND SHARE ON BOARDING AND INDUCTION PLANS OTHER URBAN DISTRICTS.	✘			
HOST A LISTEN AND LEARN FOR THE HR STAFF TO GAIN PERSPECTIVE ON AREAS OF IMPROVEMENT.	✘			
DEVELOP A NEW TEACHER NEED TO KNOW PAMPHLET TO BE UTILIZED AS TEACHERS ARE HIRED.	✘			
PARTNER WITH SURROUNDING DISTRICTS TO CREATE A TEACHER OF DIVERSE LEARNER'S COUNCIL TO HELP WITH THE PROCESS OF RECRUITING FOR CRITICAL NEEDS AREAS.	✘			



Complete



In Progress










Not Initiated

Goal 6:

Efficient Operations & Finance

Examine current operational and financial systems to guarantee compliance with both state and federal guidelines to ensure transparency, fiscal responsibility and industry best practices.

	August	September	October	November
REVIEW FUNDING STREAMS AND SUPPORTING DISTRICT OPERATIONS.				
CONDUCT A FINANCE AUDIT THAT ENABLE THE JUSTIFICATION FOR EXIT OF FINANCIAL RECOVERY AND COMPLIANCE WITH STATE AND FEDERAL GUIDELINES.				
DECREASE FUND BALANCE USAGE BY AT LEAST 25%				
STRENGTH THE TRANSPARENCY OF FINANCE BY PROVIDING FREQUENT UPDATES				
CONDUCT A TRAINING FOR ALL PRINCIPALS AND DISTRICT DIRECTORS CENTERED AROUND BUDGETING.				
DECREASE WORKERS COMPENSATION COSTS BY 5%-7%.				
MAKE AN EFFORT TO REDUCE MANDATED PLACEMENT PUT ON THE DISTRICT WITH DR. BROWN, MRS. THOMAS, MRS. GLOSTER AND MR. SNODGRASS, BY MEETING WITH THE JUDICIAL STAKEHOLDERS.				

 Complete

 In Progress

 Not Initiated

Goal 7:

Technological Operation & Stability

Build a strong technology infrastructure with systems, policies, and processes that maintain a healthy and safe technology environment.

	August	September	October	November
INCREASE DEPARTMENT TRANSPARENCY IN REGARD TO DISTRICT INFRASTRUCTURE BY UTILIZING THE ACCOUNTABILITY, PRESSURE AND SUPPORT MODEL.	➡			
INCREASE THE AMOUNT OF DISTRICT DEVICES FOR STUDENT USE BY 20%.	➡			
CREATE A TECHNOLOGY STEERING COMMITTEE THAT MEETS REGULARLY.	➡			
WORK TO ESTABLISH AN OFFSITE BACKUP SYSTEM.	✘			
UPGRADE THE DISTRICT'S STORAGE AREA NETWORK (SAN) FOR OPTIMAL PERFORMANCE.	➡			
ESTABLISHING AND UTILIZING INNOVATIVE METHODS OF COMMUNICATION FOR STUDENTS, STAFF, BOARD OF DIRECTORS AND PARENTS	➡			
STRENGTHEN PARTNERSHIPS WITH LOCAL AGENCIES TO SUPPORT OUR TECHNOLOGICAL INITIATIVES.	✘			



Complete



In Progress



Not Initiated



We Can't Hide

That Bearcat Pride

- School District of the City of York

