

Entry Plan
SAU 33
Terry Leatherman
Superintendent

Uniting our school district and community to
prepare students for future success

Objective:

Provide a smooth transition of leadership that is meaningful and productive

Goals for the transition plan:

- Meet with each individual board member, administrators, students, and as many staff members as possible
- Be a visible member of the Raymond community
- Meet with key community members
- Review policy and procedures
- Review MTSS A and B plans and schedules
- Begin the process of a curriculum review
- Understand the climate and culture of the Raymond School District and community

Goal #1

Meet with each individual board member, administrators, students, union leadership and as many staff members as possible

Group	Activities	Timeline
School Board	<ul style="list-style-type: none"> • Meet with each board member individually • Review policies, meeting agendas, prior meetings 	<ul style="list-style-type: none"> • July to September • June to July
Administrative Team	<ul style="list-style-type: none"> • Meet with each administrator and interview with set questions • Review and discuss annual goals • Have scheduled meetings with administrative team (whole group and building group) 	<ul style="list-style-type: none"> • July to September • September to November • July to July
Students	<ul style="list-style-type: none"> • Meet with Site Council (RHS) and Student Council (IHGMS), develop questions and concerns 	<ul style="list-style-type: none"> • September
Union Leadership	<ul style="list-style-type: none"> • Meet with REA and RESS, introduce myself and engage in a discussion about strengths and concerns 	<ul style="list-style-type: none"> • June to September
Staff Members	<ul style="list-style-type: none"> • Have meeting and greet meetings with staff • Attend staff meetings • Have individual meetings with as many staff as possible 	<ul style="list-style-type: none"> • September to November • September to January • August to December

Goal #2

Be a visible member of the Raymond community

Group	Activity	Timeline
Raymond Community	<ul style="list-style-type: none"> Coffee with the Superintendent (different locations throughout the town) 	<ul style="list-style-type: none"> September/ongoing
Raymond Coalition For Youth	<ul style="list-style-type: none"> Attend meetings and become a board member 	<ul style="list-style-type: none"> July/ ongoing
Raymond School District	<ul style="list-style-type: none"> Do classroom walkthroughs, attend open houses, concerts and sporting events 	<ul style="list-style-type: none"> August to September/ongoing
Raymond town events	<ul style="list-style-type: none"> Town concerts on the common Raymond Town Fair Other events that are scheduled 	<ul style="list-style-type: none"> Thursday nights July TBD

Goal #3

Meet with key community members

Group	Activity	Timeline
Town Leaders	<ul style="list-style-type: none"> Meet with the Town Manager, Chief of Police and Fire Department Chief (develop specific questions, culture and climate of the town) 	<ul style="list-style-type: none"> July to November

Goal #4

Review policy and procedures

Group	Activity	Timeline
Administrative Assistants	<ul style="list-style-type: none"> Meet administrative assistants to discuss operational policies and procedures 	<ul style="list-style-type: none"> July to September
Myself	<ul style="list-style-type: none"> Review of board policies/handbooks 	<ul style="list-style-type: none"> July to November

Goal #5

Review MTSS A and B plans and schedules

Group	Activity	Timeline
Laura Yacek	<ul style="list-style-type: none"> Discuss intervention cycles Discuss master schedule Discuss data trends Discuss Tier I, II and III interventions 	<ul style="list-style-type: none"> July to September
Bob Bickford	<ul style="list-style-type: none"> Discuss intervention cycles Discuss master schedule Discuss data trends Discuss Tier I, II and III interventions 	<ul style="list-style-type: none"> July to September
Jessica Caron	<ul style="list-style-type: none"> Discuss intervention cycles Discuss data trends Discuss Tier I, II and III interventions 	<ul style="list-style-type: none"> July to September

Goal #6

Begin the process of a curriculum review

Group	Activity	Timeline
Building Administration	<ul style="list-style-type: none">• Locate curriculum maps and review• Identify current scope and sequence and review• Identify areas of concern and need• Identify a curriculum cycle• Share with curriculum liaisons	<ul style="list-style-type: none">• July/ongoing

Sample questions to ask staff/community.

1. Tell me a little about yourself.
2. What are your key responsibilities?
3. What are the significant strengths of the district and community?
4. What would you like to see our district change or improve?
5. What are some of the challenges we are facing now?
6. What do you see as the most important needs of the staff?
7. What has been or is the most difficult for you in your position?
8. What changes, if any, in working relationships or job structure do you see as necessary?
9. What groups or individuals have major influences on the school/community?
10. What would you like to know about me?
11. What do you need from me?

Goal #7

Understand the climate and culture of the Raymond School District and community.

This goal will be shaped by the feedback I get from interviews and conversations I have with the stakeholders within the Raymond community. Once completed I would like to share my findings with the School Board at a December/January meeting.

I look forward to meeting everyone and engaging in conversations about Raymond. There is a great deal to learn, and I am excited to work collaboratively as we move forward developing our next steps to ensure continued growth in Raymond.