


New Leader on the Block
Getting a Great Start
Kelly D. Smith, Belle Plaine Schools

**You're the Superintendent
- Now What??**

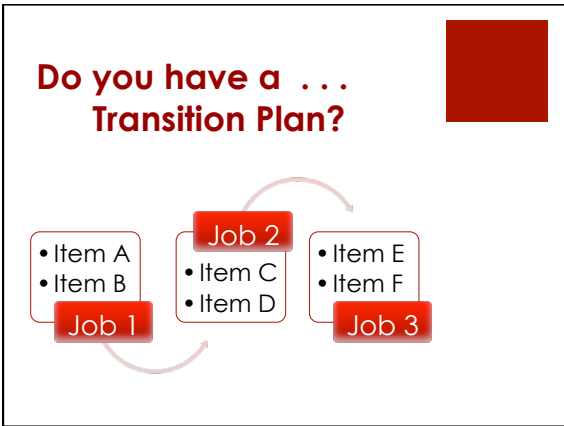


Stuart Little – "You're worried about something, aren't you?"
Man by the road – "Yes, I am."
Stuart Little asks kindly – "Can I help you in any way?"
Man by the road shakes his head – "It's an impossible situation, I guess. You see, I am the Superintendent of Schools in this town!"

**How important are the
first 90 (100) days?**

"The actions taken during the first three months of your new job will largely determine whether you succeed or fail. The stakes are obviously high."

The First 90 Days: Critical Success Strategies for New Leaders at All Levels by Michael Watkins, 2003



**Do you have a ...
Transition Plan?**

- 90 – 100 Day Plan

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- What Should Be in the Plan?

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- What Should Be in the Plan?
- Were you given a specific task or tasks to tackle early on in your position?
- Here are some suggestions for such a plan:

Building Relationships



Building Relationships 

- Meet with key stakeholders
 - Board Members, Individually
 - Administrative Team Members, Individually & Collectively
 - Union Leadership Teams
 - Key Communicators within the Community
 - Area/Mentor Superintendents

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- Visit Civic Organizations

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- Visit Civic Organizations
- Visit City and County Officials

Communicating



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- Through District Website




Communicating

- Through District Website
- Local Newspaper



Communicating 

- Through District Website
- Local Newspaper
- Blog/District FaceBook Page/Pod Cast

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- Blog/District FaceBook Page/Pod Cast
- By being visible at community events

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- Opening School Workshops/Sessions

**Planning
(& Implementing)**




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- Review District Strategic Plan, Mission and Vision



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- Review District Strategic Plan, Mission and Vision
- Review Policy Manual



Planning (& Implementing)



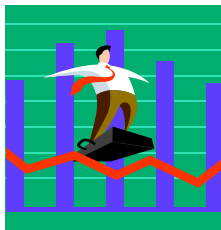
- Review District Strategic Plan, Mission and Vision
- Review Policy Manual
- Review Major Employee Group Contracts

Planning (& Implementing)



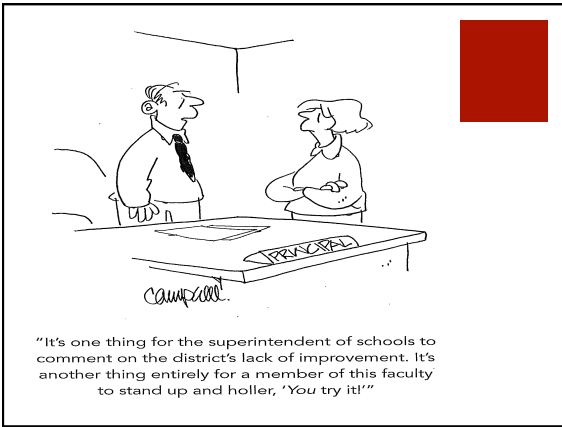
- Review District Strategic Plan, Mission and Vision
- Review Policy Manual
- Review Major Employee Group Contracts
- Begin to formulate improvements/ adjustments that you might recommend to any of the above mentioned documents

Monitoring for Accountability




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- Evaluate Key Academic Performance Data and Trends




Spelling Problems Have Dire Consequences

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- Review Key Financial Data and Trends

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- Review Overall Organization Structure/ Flow and Responsibilities

**Monitoring for
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- Evaluate Key Academic Performance Data and Trends
- Review Key Financial Data and Trends
- Review Overall Organization Structure/ Flow and Responsibilities
- Review School Board Committee Structure and Functions

Set Time for Personal Needs



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- Transition Periods Can be Difficult on Family Members



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- Get to Know Your New Community

Congratulations on Your New Position!



- Plan Your First 100 Days to Ensure Success in Your New Position!
 - Welcome to the Superintendency and Have a Great Tenure in Your New Position!
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