



ENFIELD PUBLIC SCHOOLS

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INTRODUCTION

To ensure a successful and productive entry into the Enfield Public Schools, this entry plan has been created for Dr. Jeffrey A. Schumann. The entry work will extend throughout the remainder of 2012 and into early 2013 and will encompass a multipronged approach including individual and group meetings, public events, and numerous opportunities for the Dr. Schumann to learn from key stakeholders and citizens. The entry plan provides the structure to support Dr. Schumann's transition as superintendent as he listens to students, staff, families and community stakeholders about their observations of and aspirations for the Enfield Public Schools.

Moreover this work will inform Dr. Schumann so he can effectively work with the Board of Education to prioritize the key issues that will need his attention during the initial months of his tenure as superintendent of schools and guide the strategic decision making of the Board.

Dr. Schumann will be guided by his beliefs on learning and leading which are articulated in the following Theory of Action:

- If we develop strategic actionable through lines to the instructional core while buffering the instructional core from strategies and actions that are not aligned to our vision then students and adults will learn and achieve at high levels.
- If students, along with educators who are grounded in effective pedagogy, have access to current technologies then learning will be dramatically accelerated and make school and life more seamless.
- If we use collaboration and team work to establish a belief that all children and adults can learn at high levels then a perpetual and permanent culture of achievement for all can be attained and sustained.
- If learning and teaching become driven by individual and collective intrinsic motivation then the limits of our achievement will be without boundaries.



The goals of Dr. Schumann's entry work include:

- To inspire a new level and spirit of community engagement and support for Enfield Public Schools.
- To provide an opportunity for Dr. Schumann to meet and interact with a broad variety of stakeholders and community leaders to listen to their opinions and perspectives about Enfield Public Schools.
- To gather vital feedback from multiple perspectives, to make informed decisions and implement effective strategies to lead the Enfield Public Schools to the next level of success.

A tentative schedule of public events has been published on the district's web site and will be updated regularly.

Outcomes

In December 2012, Dr. Schumann will produce a brief summary report of the observations and key findings. The Board, Dr. Schumann and the Leadership Cabinet will use this information to guide their work going forward as they craft a roadmap for organizational quality and excellence.

Overview of Entry Plan Activities

Listen and Learn Community Events – The purpose of these six (6) events will be to give Dr. Schumann an opportunity to introduce himself and the Leadership Cabinet to community members and invite their questions and comments about the current state of the Enfield Public Schools and what they envision for the future for the school system. Each of these events will be 1.5 hours in length and occur from 6:30 p.m. to 8:00 p.m. to enable parents and community members to attend after the work day. Notes will be taken at the events and used to find common themes among the sessions to inform the work going forward. Members of the Leadership Cabinet will attend the sessions along with building administrators to respond to individual cases that may arise at the session.

Community members may attend a session at any school and may attend multiple sessions if they wish.

Locations for Listen and Learn Sessions: Enfield HS, Fermi HS, JFK Middle School, Whitney School, Hazardville Memorial School, and Barnard School. (Note this is not the order of the events, simply the location. Dates and times will be announced in August.)

Outreach—These events will be widely publicized through multiple communications methods to ensure that as many community members as possible are made aware of the events.

Listen and Learn Staff Events – Staff will be invited to attend four (4) Listen and Learn sessions. All of these will take place at JFK Middle School. Each event will be 1.5 hours in length two will begin at 3:00 p.m. and two will begin at 4:00 p.m. to enable all staff to attend following their school day.

Staff members may attend any session and may attend multiple sessions if they wish.

Outreach—Staff will be invited to attend these sessions through normal internal communications channels. In addition, each building principal will promote these sessions within his/her school to ensure that all employees are informed of the events.

Superintendent's Book Club – Dr. Schumann will conduct two book clubs over the course of the year, beginning with the first session in December, followed by a second session in the spring. Dr. Schumann will select books that will inform the community of his educational philosophy and further their understanding of his approach to managing the Enfield Public Schools. The first book Dr. Schumann has chosen is Daniel Pink's DRIVE. The location of the clubs will be determined and publicized and, if possible, broadcast live to allow people to participate from their homes, if they wish.

Outreach – The community will be informed of the book titles and format of the sessions via the normal communications structures the Enfield Public Schools has in place.

Individual and Group Meetings – Since November, 2011, Dr. Schumann has been meeting with staff, the Board of Education and community members to get to know them, listen to their observations about the Enfield Public Schools, and to share his vision. These meetings will continue and include community and business leaders, advocacy groups, elected state and local officials, senior level staff and the employee associations. In addition, Dr. Schumann will attend various committee meetings to introduce himself and learn about the work of these groups.

School Visits – Dr. Schumann's goal is to visit and tour all schools over the summer months. This will enable him to get to know the principals personally and gain an understanding of the facilities of the district. Importantly, he will spend the first week of school visiting all schools to observe the instructional program. Dr. Schumann plans to continue these visits with regularity throughout his tenure as superintendent.

Office and Operations Visits – Dr. Schumann will visit many school and town offices to meet with employees and learn about their work to support the schools. These visits will be

instrumental in helping Dr. Schumann establish the personal relationships required to carry out the work of the district.

Student Internet Town Hall Meetings – To listen to the voice of the students, Town Hall-style meetings will be held at each High School for students to share their perspectives with Dr. Schumann. Students will be able to submit their questions in advance using twitter or email. The tentative plan is to hold these events at the two high schools during lunch time and stream the meetings live on the Internet.

Ask the Superintendent Call in Show – Dr. Schumann will participate in two live television Call In shows to enable people who might have been unable to attend one of the Listen and Learn sessions. The show may have a studio audience as well. Dr. Schumann will alternate between answering questions via telephone calls, twitter, email and from people in the audience.