



Superintendent Entry Plan: The First 90 Days and Beyond

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Transition Plan: Creating a Collaborative Culture of Excellence

Phase I

Hit the Ground Listening and Learning:

- ▷ Garland ISD Strengths, Needs, and Challenges
- ▷ Setting the foundation for long-term relationships and partnerships and learning the Garland ISD Way

January 2018

Phase II

Creating a District Culture of Excellence:

- ▷ Team Building, Collaboration, Data Analysis

February 2018- March 2018

Phase III

District's Collaborative Journey:

- ▷ Build a Strategic Action Plan focused on Teaching and Learning.
- ▷ Building a Performance-based Culture

March 2018- May 2018



➔ Goal 1:

Create a collaborative and positive working relationship with the Garland ISD Board of Trustees, ensuring a unified Board - Superintendent (Team of Eight) leadership team.

➔ Goal 2:

Create forums to actively solicit diverse and comprehensive feedback and to build a foundation for lasting, positive relationships with all stakeholders. Create a high-powered and legendary Team Garland ISD.



➔ Goal 3:

Ensure a district-wide leadership focus on instructional improvements and enhancements - with the expectation of high academic achievement for EVERY student in our school system - that is results-based.

➔ Goal 4:

Gain a deeper understanding of the safety, climate, and discipline needs of the district to create systems of support and direction for all schools in the district.





Celebrate, Good
Times, Come On!
(Let's Celebrate)



Celebrate Small and Large Achievements

It is important to celebrate milestones in the process and build momentum. It is equally important to recognize and celebrate excellence throughout the district.

We will find ways to have spirited competition.

We will use the genius found within the district to know how to celebrate ...Garland ISD style.

Woot, woot!

Garland Independent School District has deep roots grounded in forming excellence for all children. The Superintendent's transition plan is focused on building strong, collaborative, and productive relationships with the Garland ISD school community in order to learn the Garland ISD Way, while enhancing the culture of academic excellence.

The overarching goal of the plan is to gain great insights regarding the strengths and needs of our students, staff, organizational system, and community as a whole from the following members of Team Garland ISD:

Board of Trustees	District Professional Associations	Parent/Family Organizations
Students	Community Members and Leaders	Local/State Political Leaders
District/Site Administrators	Non-profit Foundations	Local Media
Faculty and Support Staff	Higher Education Academic Institutions	Business Members
Parents and Families	Law Enforcement	Faith-based Leaders



The Superintendent will establish a culture of trust based on honesty and collaboration with all stakeholders to ensure all students earn a quality education and graduate ready for the college and career of their choice.

Teamwork will solidify Garland ISD as the best district in the nation!





Questions?

Thank you for the opportunity to serve the
Garland ISD community.