

Long Beach Public Schools

**SUPERINTENDENT'S
ENTRY PLAN
DR. JENNIFER GALLAGHER**



Between now and July 1, I will be focusing on five actions: 1) **TRANSITION** from current roles (interim superintendent and member of interim team, assistant superintendent for curriculum and instruction); 2) **LISTEN & LEARN** from diverse groups about their hopes and dreams for our district; 3) **IMAGINE** new possibilities and plans for our schools; 4) Complete a five-year **PLAN** for Long Beach Schools in conjunction with the Board of Education; 5) **COMMUNICATE** the five-year plan to the school community.

***Transition**
***Listen & Learn**
***Imagine**
***Plan**
***Communicate**



Transition

The next three and a half months will be a time of transition and planning. Although I have been in the district for two years, I want to "start anew" in terms of meeting with constituent groups, reviewing data, and beginning to create a five-year plan. At the same time, we will be hiring a new Assistant Superintendent for Curriculum and Instruction, and I will be filling that role as well until a new person is in place.

During this transition period, I will also be examining the roles of the administrative team, and re-organizing for greater effectiveness and efficiency.

With the Administrative Council and with district committees, I will be spending our spring meetings reviewing our goals for this year, and assessing where we need to go as a district, both in the short term (for next year), and in the long term (the next five years).

With the Board of Education and the administration team, I will formulate a Five-Year Plan for Long Beach Schools, and will present it to the public by August 1. My goal in that plan will be to build on our already strong foundation to make our schools a place where EVERY student is engaged, and EVERY student can reach his or her goals and dreams.



Listen & Learn

An important quality of an effective leader is the ability to listen, and my next three months will be filled with listening and learning, in order to gain a fuller picture of the needs of our district. This will include meetings with focus groups of students, parents, teachers, and staff. I will be hosting several "Coffee with the Superintendent" sessions where community members can come and share their thoughts, and will meet with key community group leaders as well.

I will be studying data, including achievement and budget data, to determine our areas of strength and where we need to grow, all within a fiscally sound framework.

We will also be piloting both a staff survey and a family survey to gather information and ideas from as broad a cross-section of our school community as possible.

Finally, I will be carefully reading all of the data gathered by the superintendent search firm to understand the needs and goals of a large cross-section of our school community.

Listen to

Students
Parents
Community Members
Teachers and Staff
Union Representatives
Administrative Team
Board of Education Members
Government Representatives

Learn From

Achievement Data
Financial Records and Projections
Community and District History
School Visits
State Reports
Superintendent Search Firm Data
Staff and Family Surveys



Imagine

Already I am thinking about some new ideas and possibilities for our district! I am an "ideas" person, and I am excited to hear what new innovations might come from our listening sessions and planning over the next few months. Here are a few of the ideas that I have been exploring that might be included in our Five-Year Plan:

Superintendent's Advisory Committees: Are there ways that we can get more parents involved in our schools? Maybe some parents can't commit to PTA but would be willing to come to an advisory committee meeting a few times per year. I'd like to invite some diverse parents to be a part of our planning--perhaps I can host an advisory committee for parents who speak only Spanish. And I would like to tap into student voices as well---attend some student government meetings or designate students to be part of a Superintendent's Advisory Committee. I want to be sure that many voices are at the table!

New Curriculum/Program Initiatives: You have already heard about most of these, but I am excited to plan for our new elementary science curriculum, expanded business and culinary arts programs at the high school. We also have a new mental health curriculum that has been mandated by New York State, and we will be introducing mindfulness techniques and expanded opportunities for physical activity and play as part of our SEL program. We are always looking for ways that we can ENGAGE our students and spark their CURIOSITY and CREATIVITY!

Interventions: This year, we have been "auditing" our interventions---the ways we provide help when students struggle. We are nearing the end of our audit, and I am excited to see the results---and plan for better ways to help all of our students reach their goals.

Alumni: We have almost 80 years of Long Beach High School alumni out there! What a tremendous resource they could be for our students--with internships, career networking, and inspiration! We are already trying to assemble an alumni database (check the link on the district website), and we would love to get an alumni association up and running. And a BIG dream would be a "**Friends of LB Schools Foundation**" that could help support our schools; such foundations have been successful in many communities.

These are just some of my "imaginings" in my first three weeks on the job! In a few months, there will surely be more from me and from our team!

Plan

During the next 90 days, I will be completing and sharing several plans :

- *Three-Year Technology Plan
- *Professional Development Plan
 - *AIS/RTI Plan
 - *Equity Plan
- *Social Emotional Learning Plan
- *Curriculum/Grading Committee Plan

I will also be engaging in a planning day with the Board of Education to develop our Five-Year Plan, and to ensure smooth communication among the BOE, myself, and our administrative team. The Five-Year Plan for the district will be developed in conjunction with all of the information we have received from all stakeholders during the transition process.

We'll also be planning with all of our new administrative and teaching hires, getting them up-to-speed with all of our district plans and initiatives, and making sure they are ready to begin on day one.



Communicate

One of the most important roles of the superintendent is to communicate well to parents, staff, community members, and of course the Board of Education. Over the next 100 days, I will be reviewing all communication protocols and all means of "telling our story," so that all members of our Long Beach community feel included and heard. Among our plans:

- *Revamping our district website
- *Increasing our communications through Facebook and Twitter
- *Investigating "Remind" and other apps that facilitate communication with families
 - *Ensuring that our ParentLink information is up-to-date
- *Exploring ways that we can increase use of the Parent Portal in Schooltool
 - *Reviewing our communications in alternate languages
 - *Finalizing our district calendar events
- *Reviewing Board of Education communication protocols

