



Dr. Ward Andrus Superintendent

District Entry Plan

2022-23 School Year

Introduction

The purpose of this entry plan is to communicate the transitional activities and timelines which support my role as the new Superintendent of the Murrieta Valley Unified School District. The activities listed are designed to facilitate learning opportunities about school sites, district departments, staff, community partners, and the community at large. Information gathered through these activities enhance our ability to communicate our message of Learning Excellence.

Core Beliefs

The following key beliefs in how we operate will guide our behaviors and actions.

1. **We believe in transparency.** *Transparency of our mission, our plans and our results are essential to a public school system.*
2. **We believe in effective communication.** *Communicating effectively with all educational partners is critical in advancing our mission.*
3. **We believe in a healthy organization.** *Organizational Health is the culture and climate of the organization, and it drives our system's efforts and effectiveness, most importantly in our classrooms.*
4. **We believe in organizational learning.** *Organizational learning is how we grow and improve as a system, this starts with individuals, and radiates out to departments, schools, and the whole District.*

Three Phased Entry Plan

I. Phase I: Pre-Entry

Timeframe: March to June 30, 2022

Begins from the date of the Governing Board appointment to the first day on the job. During this phase, much of the preparations are logistical in nature: setting up calendars, email address, and finalizing living arrangements. This also includes transition days with former Superintendent, Mr. Pat Kelley, attending graduation and promotion events, professional development with RCOE and meeting with many district officials and departments.

II. Phase II: Entry, "Listening and Learning"

Timeframe: Summer to Fall 2022

A key portion of this phase is introductions. The primary goal is to meet as many educational partners as possible and actively listen to what they share about their role within the educational system and district. An integral part of the listen and learn phase is to meet regularly with members of the Governing Board, senior cabinet, and other civic and community members. Upon the return of students and the beginning of the 2022-23 school year, school site, classroom, and department visits are scheduled to meet teachers, students, staff while



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learning more about our organization and its day-to-day practices. Additionally, this phase provides opportunities to visit with parents, advisory groups, and employee group leaders. To aid the listening and learning visits, four key questions will be asked of individuals: “What is going well?”, “What would you want to see more of?”, “What could be better?”, and “Whom else should I talk with?”.

III. Phase III: “Sustaining, Enhancing and Expanding”

Timeframe: Winter to Spring 2023

The previous phase of listening and learning continues, but the focus shifts. The final phase of the entry plan is to move forward the established goals and directions that were established by the Board in February of 2022. These goals are:

- Develop Universal TK for full implementation by 2025-26
- Advance Equity and Engagement activities
- Enhance College and Career Readiness efforts
- Celebrate everyday successes

It should be noted that the work of the Entry Plan occurs simultaneously with the responsibility of operations of the school district. The duties of day-to-day operations and problem solving are underway during each phase.

Goals of the Entry Plan

Goal 1: Develop a successful Governance Team (Board Members and Superintendent) through effective and positive collaborative relations. Additionally, establish strong working relationships with district staff at all levels.

GOAL 2: Focus on Learning Excellence for all students, equitable access to courses, curriculum, and appropriate learning conditions.

GOAL 3: Continue and enhance relationships of trust with students, parents, community members and associations through open and honest communications, problem solving discussions and preventive measures focused on improving the conditions of learning.

GOAL 4: Understand our organizational systems, protocols, and expectations.

GOAL 5: Sustain and enhance our district’s positive organizational culture focused on student achievement, and staff success.