



Eldora-New Providence & Hubbard-Radcliffe Superintendent Entrance Plan

Presenter: Dr. Adam Zellmer

Date: April 25, 2018

South Hardin Schools:

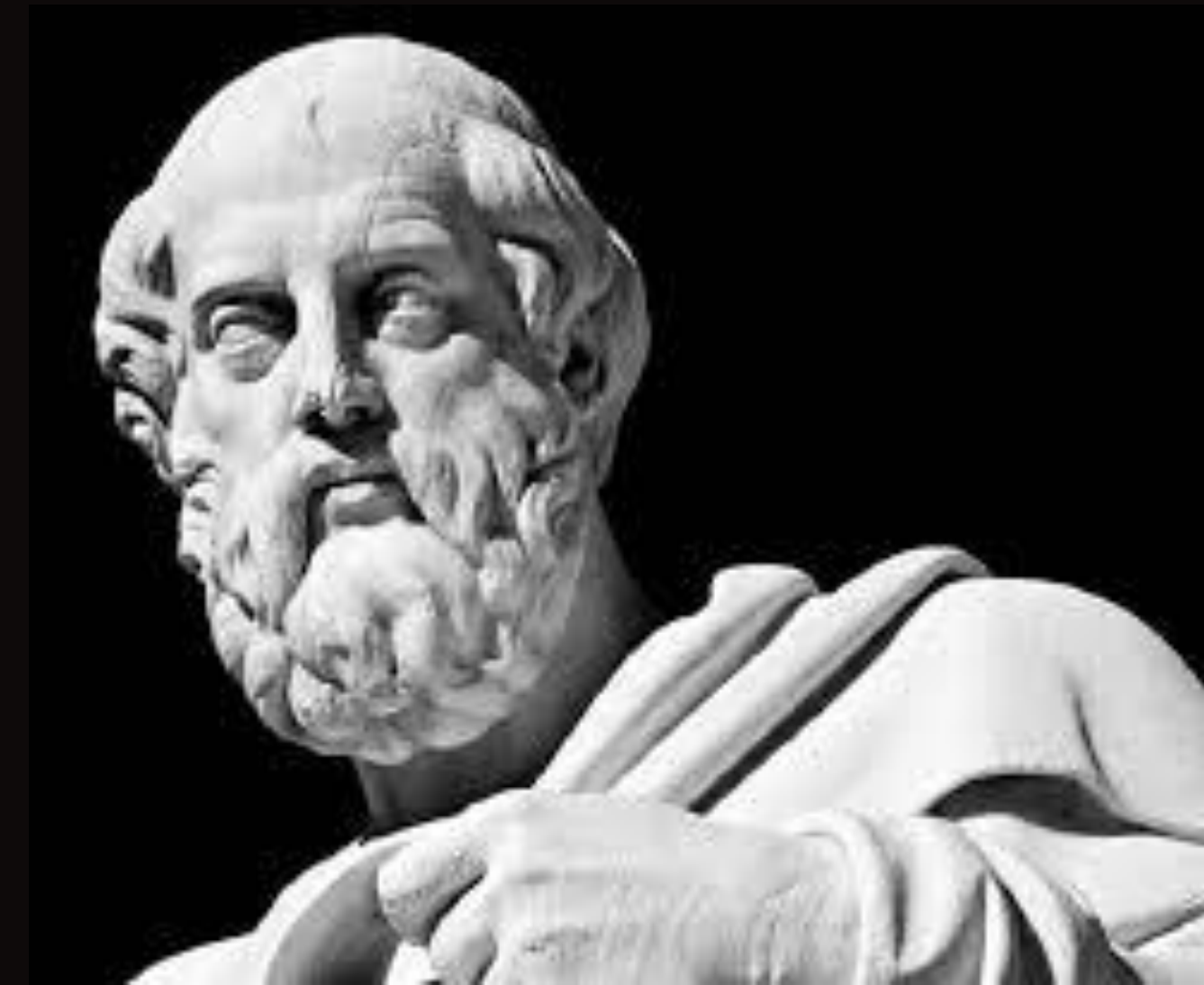
**"Embracing today's challenges,
preparing for tomorrow's world"**

Disclaimers

- ❑ This is a Draft!
- ❑ “Our” Plan not “My” Plan.
- ❑ Customized for your districts from the research-based entry plan I developed during my Doctoral Program at the University of South Dakota.

“The **beginning** is the most important part
of the work.”

- *Plato*



“God gave you two **eyes, two **ears**, & one **mouth** for a reason. Adam Paul always use them in that proportion!”**

- Grandma Betty

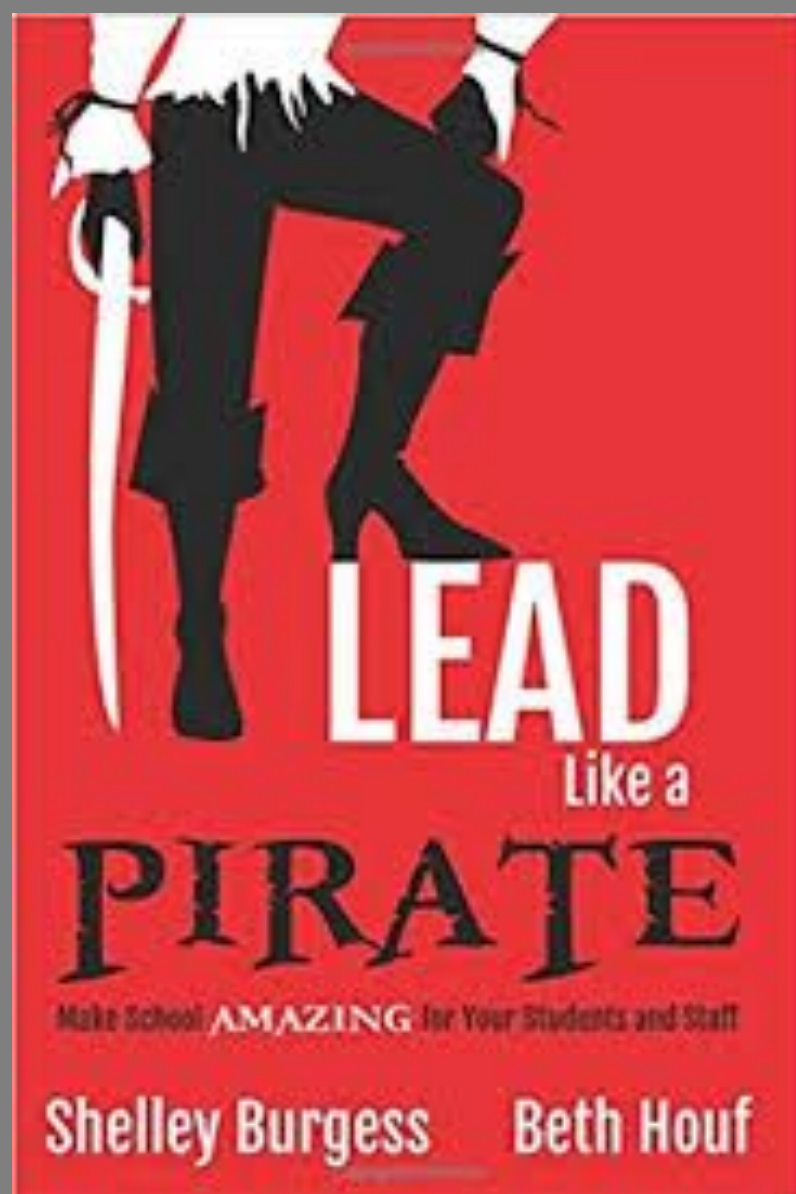


“Nothing leaders do matters much without the **trust** of their teams and communities.”

- *Shelley Burgess*

“Real progress only comes from true commitment to a shared vision and through a culture built on **trust.**”

- *Beth Houf*



Three Phases of Entry...

Building a Foundation for Long-term Success!




**** These Phases Truly Never Stop!***

**Transition Phase
(May & June 2018)**

Goals & Activities of Transition Phase:

- ❑ Refine our Entry Plan
- ❑ Ensure a smooth hand off & transition for new Director of Teaching & Learning at Webster City Community Schools.
- ❑ Ensure a smooth hand off and transition between the superintendents of ENP & HR.
- ❑ Get personal business in order for a move to a new school district.
- ❑ Attend ENP & HR monthly board meetings, and spring & summer activities as my schedule will allow.

- ❑ In-person or phone meetings with each individual board member and each school districts individual leadership team members.
 - ❑ Read, research, and analyze core district documents to gather understanding of past, present, and the future priorities and efforts that are currently in the works at both the ENP & HR School Districts.
 - ❑ Plan Board Retreat & Leadership Team Retreat for Phase 2.
 - ❑ Attend important state and regional professional learning and training events pertinent to my role as Superintendent of the ENP & HR School Districts.
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**Looking, Listening, & Learning Phase
(July- December 2018)**

Goals & Activities of Looking, Listening & Learning Phase:

- ❑ Begin individual & group “listening & learning” sessions with a wide variety of community stakeholders in each district and all of the communities they serve.
- ❑ Devote time to developing quality relationships and building trust.
- ❑ Facilitate Board Retreat & Leadership Team Retreat during summer.
- ❑ Ensure beginning of the year activities are prepared and organized for staff and students.
- ❑ Attend School Administrators of Iowa Summer Conference with leadership team.

- ❑ Participate in School Administrators of Iowa new superintendent and mentoring program.
- ❑ Plan & execute a number of “undercover boss”/ “walk a mile in my shoes” days to gain greater knowledge, understanding, and appreciation of the various roles of stakeholders in each district.
- ❑ Become engaged in civic and community life in both districts and the communities they serve outside of the school setting.
- ❑ Attend important state and regional professional learning and training events pertinent to my role as Superintendent of the ENP & HR School Districts.
- ❑ Attend as many co-curricular and extra-curricular events as possible in both districts.
- ❑ Attend to the daily duties of the Superintendent.

Synthesis & Sharing Phase
(Jan. - Feb. 2019)

Goals & Activities of Synthesis & Sharing Phase:

- ❑ Assemble a valid set of observations and recommendations based on findings.
- ❑ Present observations and recommendations to the Boards of Education.
- ❑ Share the process, findings, and next steps for the district with stakeholders.
- ❑ Establish long-term goals and plans to build on current success and to address the barriers and threats to reaching even greater levels of success.
- ❑ Engage key individuals and groups to collaboratively develop action plans for implementation.

Three Phases of Entry...

Building a Foundation for Long-term Success!

