

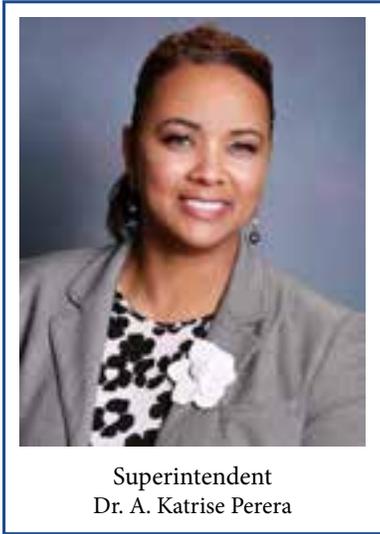


Transition & Entry Plan

A.K. Perera, Ed.D



EVERY STUDENT, EVERY DAY, IN EVERY CLASSROOM, NO EXCUSES



In May of 2017, the Gresham-Barlow School Board selected Dr. A. Katrise Perera to serve as superintendent of schools beginning July 1, 2017.

Dr. Perera's - Entry Plan & Transition Goals is intended to share how she will engage in purposeful, proactive, deliberate, systematic, and strategic work that will result in quick-wins and long-term success.

It will afford her an opportunity to share the strategic ideas with stakeholders, tweak action steps and to share progress.

Most importantly, once the plan is finalized and put into action, the gained insight into the strengths and needs of students, staff,

the community, the district's organizational structures, ROI, time to identify key partnerships, and to discover a variety of instructional factors will be invaluable.

The plan consists of three phases:

- Phase 1: Listening and Learning Tour
- Phase 2: Research and Identifying
- Phase 3: Strategic Action Planning and Next Steps



BUILDING UPON EXCELLENCE AS A TEAM

Dr. Perera will begin a **Listening & Learning Tour (Phase 1)** with a few (but not limited to) essential questions:

Q. How can we better collaborate, problem solve, build trust, and partner with community groups/leaders to ensure GBSB is the best school district not only in Oregon, but in the nation? Have we captured this in the strategic plan?



Education is not a tool for development - individual, community and the nation. It is the foundation for our future. It is empowerment to make choices and emboldens the youth to chase their dreams.

– Nita Ambani

Q.

What data/resources should be prioritized; analyzed to ensure that we are increasingly financially prudent; transparent with finances; academic growth/achievement levels and preparing ALL students for a college and/or a career of their choice?



The function of education is to teach one to think intensively and to think critically. Intelligence plus character--that is the goal of true education."

– Dr. Martin Luther King Jr.

Q. Does the current GBSD strategic plan capture what stakeholders want & how can we better communicate progress? What can we measure or do differently and why?



Every Student Prepared for Success



Our Mission and Vision

OUR MISSION:
Every student prepared for a lifetime of learning, career opportunities, and productive contributions to the community.

OUR VISION:
Gresham-Barlow School District supports dynamic learning opportunities led by accomplished educators dedicated to creating environments where every student values learning and academic achievement while developing the skills and attributes necessary to be prepared for a lifetime of learning, career opportunities, and productive contributions to the community.

Seven Strategic Themes Focusing the District's Work

<p>Teaching and Learning, Growth and Achievement for All</p>  <p>Engage every student in meaningful learning through high-quality, accessible instruction and relevant content</p>	<p>Class Size and Learning Environments</p>  <p>Strive to strategically reduce class sizes and improve learning environments</p>
<p>Equitable Outcomes</p>  <p>Reduce the achievement gaps by supporting and sustaining equitable opportunities for every student</p>	<p>Community Partnerships</p>  <p>Enhance support for students and schools through parent, business and community partnerships</p>
<p>College and Career Readiness</p>  <p>Improve and increase high school pathways to college and career options</p>	<p>Community Investment</p>  <p>Create a long-term prioritized plan for enhancing and preserving the community's facilities</p>
<p>Early Learning</p>  <p>Align practices and resources to support all students reading at grade level by the end of the 3rd grade</p>	<p>The Gresham-Barlow School District's Commitment to the Community</p> <p><i>Every day the staff members of this school district will work to achieve our mission and make our vision a reality:</i></p> <p>Every Student Prepared for Success</p> 

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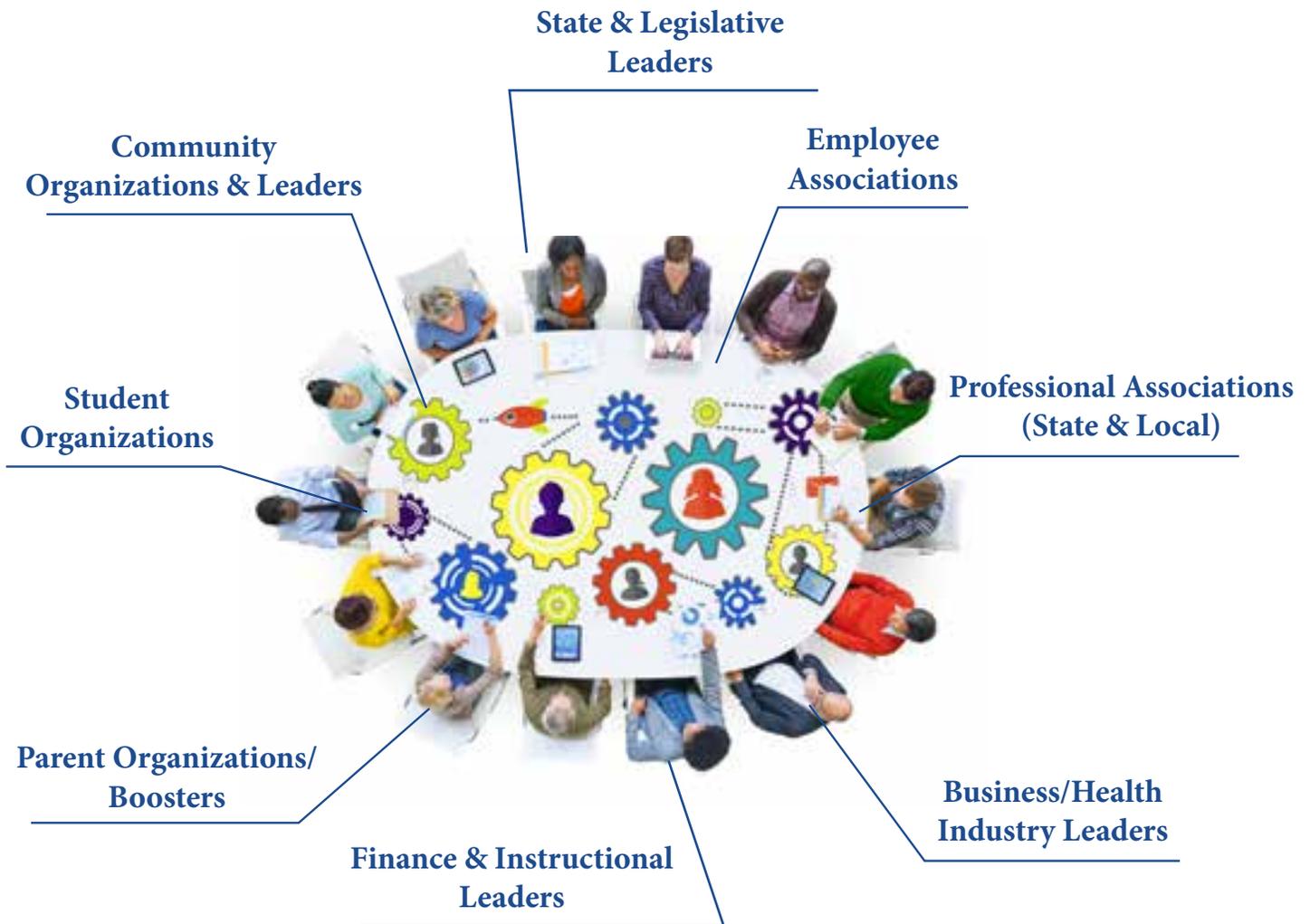
We cannot seek achievement for ourselves and forget about progress and prosperity for our community... Our ambitions must be broad enough to include the aspirations and needs of others, for their sakes and for our own.

– Cesar Chavez

TEAM GBSD

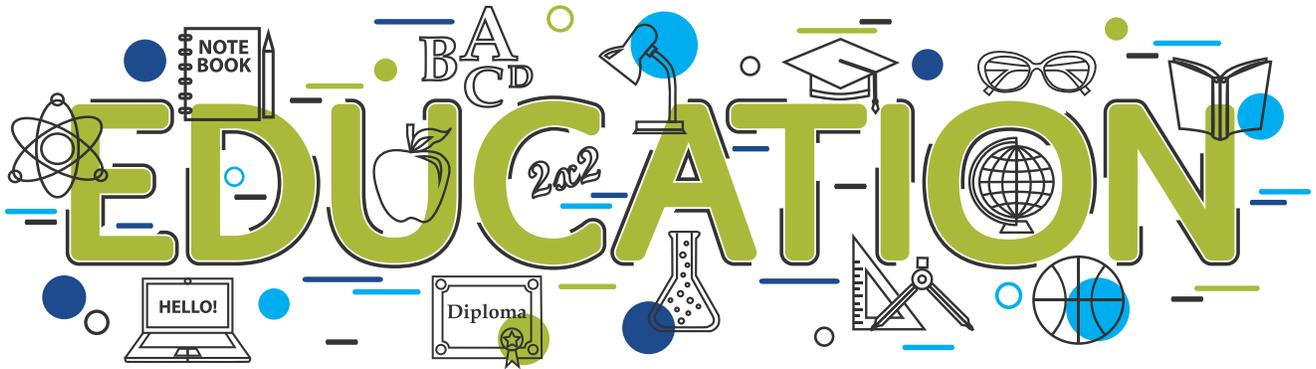
*Click on the link above to see full list of groups
Dr. Perera will collaborate with during Phase 2*

Dr. Perera will collaborate during the **Research & Identifying (Phase 2)** phase of her transition with the following (but not limited to) members of **TEAM GBSD**.

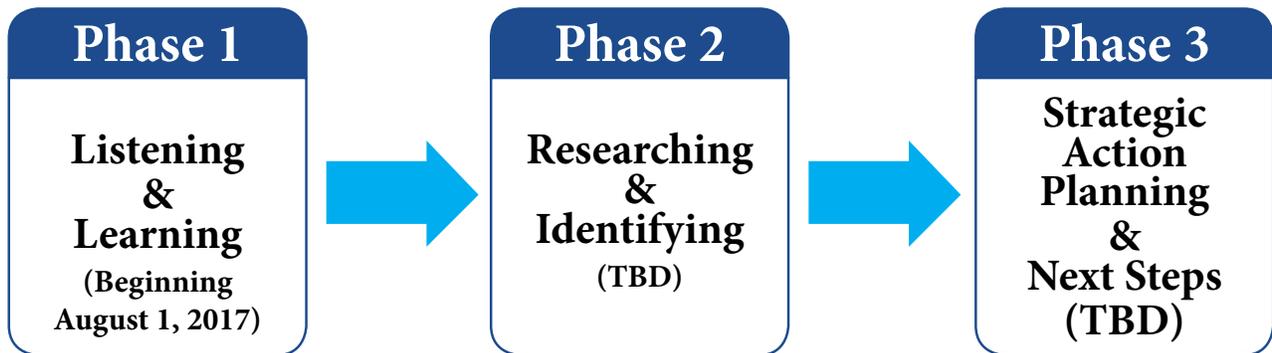


As the new GBSD Superintendent, Dr. Perera will work to establish a culture of trust and continuous improvement based on honesty, purposeful actions, no excuses accountability, financial transparency, strategic communication, branding, and deliberate collaboration with key GBSD community stakeholders to ensure that **EVERY student, EVERY day, and in EVERY classroom** - be given an excellent equitable education, and graduate from GBSD ready for a college/ a career/ and be prepared for a service of civic duty to our country. In the end, the preparation of the GBSD students will all positively contribute to the community, the state, and without a doubt our nation - the United States of America.

Ultimately, during the Final Phase 3 (Strategic Action Planning & Next Steps) of the entry/transition plan, if teamwork, problem solving, putting students needs first, effective planning, building trust, identifying resources, communicating progress, and the establishment of long-term business/industry partnerships – GBSB will not only be on its way to becoming one of the best public school districts in Oregon – but in the nation. The entry plan and transition goals are highlighted in the subsequent pages. The activities noted in each phase may overlap and are subject to change with GBSB Board of Directors input, approval, and updates.



ENTRY PLAN TIME LINE



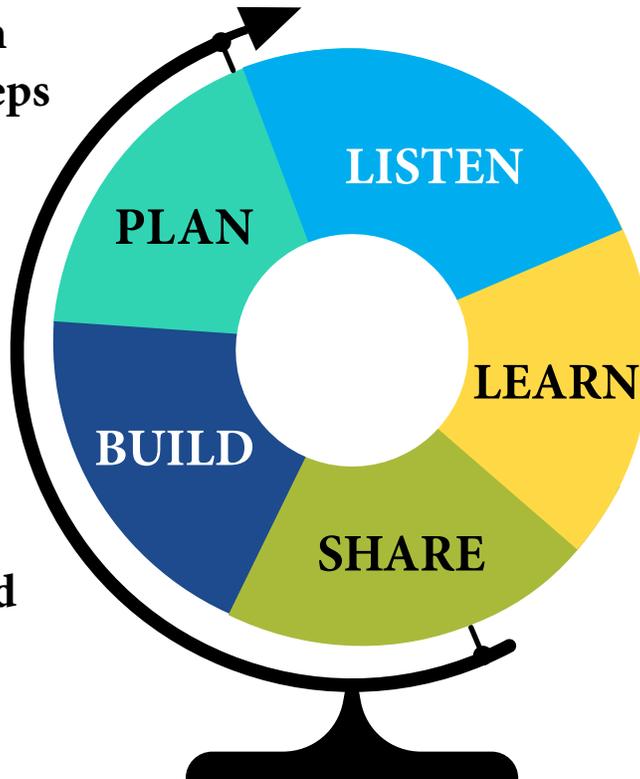
TRANSITION GOALS

Click on the link above to see the plan's transition goals.

OVERARCHING ACTION STEPS

Click on the link above to learn more about the overarching steps.

PHASE 3
Strategic Action
Planning/Next Steps



PHASE 1
Listening and
Learning

PHASE 2
Research and
Identifying



COMPLETION OF ENTRY PLAN & ENTRY GOALS

Near the end of the first ninety to one hundred days (TBD), Dr. Perera and the district's leadership team will have learned a great deal about the district's strengths, weaknesses, and its needs through the work of the transition team, and as a result of multiple meetings with key stakeholders. The GBSD (internal & external) stakeholders will receive updates regarding the transition on a monthly basis along with the GBSD Board during scheduled board meetings.

After the approval and again at the conclusion of the entry/transition plan actionable steps, a special follow-up GBSD Board-Superintendent-District Leadership work session will be scheduled to set expectations and to reveal summative findings of the current status, determine the differences between actual and desired vision, outline a proposal for reaching vision, determine needs, identify resources, map timelines, determine next steps, and collaborate on developing an efficient way to drive improvements in that will positively impact student achievement/growth, financial austerity, organizational efficiency, and status. Ultimately, this will lead to BUILDING UPON EXCELLENCE FOR ALL.

Team GBSD will be able to work together to ensure that the district strengthens its commitment to a positive and productive culture that willingly focuses on continuously improving facilities, safety, accountability systems, organizational structure/processes, and student achievement/growth using research-based improvement models, professional recommendations, and effective 21st Century strategies that will enhance in the GBSD community. Proposed plans and agendas will be strategically and deliberatively communicated to the GBSD community. Ultimately, it will promote understandings, commitment, excitement, and support for goals of the district becoming – FUTURE READY –which will help expand the growing business developments and higher education entities, not only in Gresham-Barlow or in Oregon but - in the all-encompassing GLOBAL WORLD by engaging...

Every Student, Every Day, In Every Classroom – NO EXCUSES!

