Superintendent Entry Plan 
&
District Strategic Plan
Dr. Brad Yates
July 2019

The role of superintendent is pivotal for any school district, and Bluffton-Harrison Metropolitan School District (BHMSD) is no different. Many great leaders have served the students, families, and community of BHMSD throughout the district’s extensive history, and as the new superintendent for BHMSD, I am honored to be provided the opportunity to serve our community.

In order to clearly communicate my goals as the district’s new superintendent, I have developed the following entry plan. The purpose of this entry plan is to outline my priorities throughout my first year as superintendent and to develop a long term strategic plan for BHMSD. Execution of this plan will be conducted in tandem with the everyday duties and responsibilities of leading the district. The plan is structured into three phases: Listen & Learn, Analyze & Share, and Plan & Grow. Each of the three phases are comprised of goals and activities, and I believe the efforts to complete this plan will provide all parties the opportunity to learn, in greater detail, the strengths, opportunities, and needs of our district. Establishing this knowledge base will provide a strong foundation from which I can lead the district to meet the dynamic current and future needs of our students and school community.
Phase I: Listen & Learn
July - September

Goal 1  Gather input from stakeholders to gain insight about the district’s strengths, opportunities, and areas of improvement.

Goal 2  Establish positive relationships built upon mutual trust with students, teachers, support staff, parents, and local partners.

Activities:
1) Meet individually with:
   a) School Board Members
   b) Local elected officials
   c) Principals and Department Directors
   d) Bluffton-Harrison Teachers Association Leadership

2) Meetings with district groups:
   a) Teacher leadership teams
   b) Support staff teams/departments

3) Meetings with key stakeholder groups:
   a) Parent-Teacher Organization
   b) Booster Organizations
   c) Student Leadership Groups
   d) Community Partners
   e) Chamber of Commerce
   f) Business Leaders
   g) Local Service Organizations

4) Review district data and school improvement plans from the 2018-2019 school year to develop a greater understanding of district achievement.

5) Participate in as many community and school events as my schedule allows.

6) Maintain a visible and accessible presence in the school buildings.
Guiding Questions:
A. What should Dr. Yates know about the BHMSD community?
B. What do you consider as strengths for BHMSD?
C. What challenges do you see facing BHMSD?
D. What opportunities should BHMSD explore in the future?

Deliverables:
- Ongoing summary reports of stakeholder meetings.

Phase 2: Analyze & Share
October - December

Goal 3 Review, analyze, and organize data collected throughout Phase I into a district profile highlighting findings/observations and identifying action items.

Goal 4 Effectively communicate district profile to district stakeholders.

Activities:
1) Review data collected with Administrative Cabinet to identify origins of district strengths and areas of improvement.
2) Review data with district groups:
   a) Principals and Department Directors
   b) Bluffton-Harrison Teachers’ Association Leadership
3) Compile and categorize findings and observations into a district profile consisting of educational and operational categories addressing the district’s vision of service, achievement, and integrity.
4) Share and communicate district profile to stakeholders:
5) Publish district profile on BHMSD website as a resource for future use.
Deliverables:
- Ongoing summary reports of data review meetings
- Presentation of district profile at Board Work Session
- Online publication of district profile

**Phase 3: Plan & Grow**
January - June

**Goal 5**  Develop a long term strategic plan for the district.

**Goal 6**  Effectively communicate long term strategic plan to district stakeholders.

**Activities:**
- Form a strategic plan team
- Establish a timeline with benchmarks for strategic plan development
- Regularly update School Board of strategic plan development

**Deliverables:**
- Ongoing updates of strategic plan development
- District long range strategic plan
- Online publication of district long range strategic plan