

# *The wRight 100-Day Transition Plan*



LITTLE ROCK  
SCHOOL DISTRICT

Jermall D. Wright, Ed.D.  
Incoming Superintendent  
Little Rock School District

# Goals



To facilitate an effective and seamless transition of leadership



To collaboratively establish and implement norms for working effectively with the Board of Education (Team of 10)



To create multiple opportunities to listen actively and deeply to internal and external stakeholders for the purpose of gaining knowledge, insight, and understanding of all aspects of LRSD



To conduct a review of all major systems and processes to identify strengths and opportunities for development and future strategic planning (i.e., academics, financial, operations, leadership, stakeholder engagement)



To launch superintendent advisory councils to establish ongoing communication and feedback loops with key stakeholder groups (i.e., teachers, students, parents, school leaders, community partners)



To begin the ongoing journey of establishing a culture of trust, transparency, learning, leadership, joy, and love in LRSD

## Section I

### Pre-Day 1 Activities | May

Engage in ongoing transition meetings (virtually and in-person) with Supt. Mike Poore and district staff.

Share introductory video message and letter with all LRSD staff and community



## Pre-Day 1 Activities | May

Obtain strategic district documents for review

- strategic plans
- improvement plans
- organizational charts/district staff directory
- **student achievement data**
- financial/budget/staffing data
- current litigation information
- current capital improvement projects/plans
- student enrollment & school staffing plans

Administer a LRSD Employee Organizational Culture Survey before last day of 2021-22 school year



## Pre-Day 1 Activities | May

Engage in student-led tours of selected district high schools [6] (all schools will be visited before day 100)

Plan and schedule “Superintendent Meet and Greet” sessions for all LRSD stakeholders to take place in June [4 regional sessions]

Schedule and meet with select district leadership staff and department heads (via zoom) who will prepare the following:

- Relevant briefing documents
- Overview of areas of responsibilities
- Major initiatives underway
- Significant/major problems or concerns
- Major decisions to be made in 1-3-6 months



## Pre-Day 1 Activities | May

Launch applications for all superintendent advisory councils for the 22-23 school year (i.e., student, teacher, classified & parent)

- Student (current 7th-11th graders)
- Teacher
- Classified Employee
- School Leader (may use principal group already in existence)
- Parent (may use LRSD PTA Council)

Confirm date for one day Board & Superintendent Retreat in July



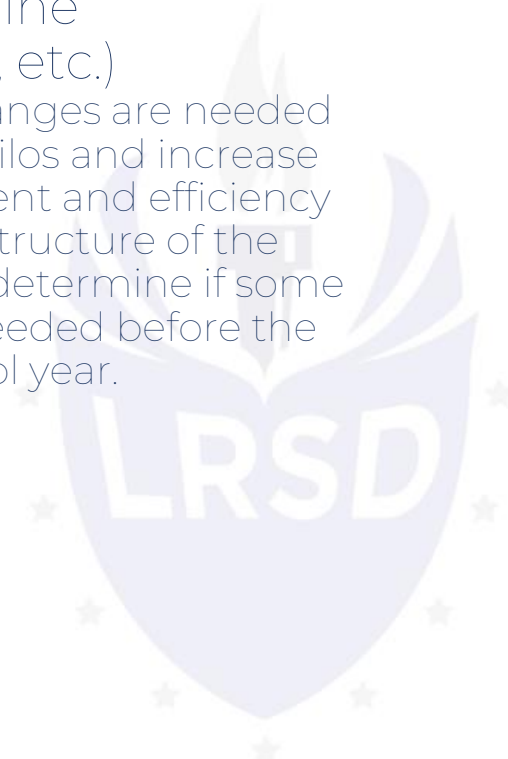


## Pre-Day 1 Activities | June

Extensive review of FY23 budget, staffing, finances, and operations with CFO

Extensive review of district academic systems with Deputy, & relevant EDs (i.e. professional learning, curriculum, SEL, mental health, SPED, data/monitoring, discipline instructional leadership, etc.)

- Determine if systems changes are needed to decrease operational silos and increase opportunities for alignment and efficiency
- Evaluate organizational structure of the Academics Division and determine if some degree of changes are needed before the start of the 2022-23 school year.



## Pre-Day 1 Activities | June

Comprehensive review of student data for all student populations, by subgroups, subject areas, and by schools

- Evaluate and identify potential courses of action which may or may not include the following:
  - Instructional program alignment
  - Identify district-wide instructional foci for 2022-23
  - Re-allocation of resources (material, fiscal, and/or human)
  - Pause on certain practices or initiatives
  - Creation of smaller task forces to study and recommend both short and long-term strategies to consider for identified areas of opportunity/need
  - Take no immediate action

Plan and schedule Fall Community Listening and Learning Tour dates and locations





## Pre-Day 1 Activities | June

Conduct regional “Superintendent Meet and Greet” sessions designed for ALL LRSD stakeholders

Meet with identified local civic, business, and faith-based leaders (virtual and in-person)

- Individual community leaders to be identified by the LRSD Board Members



One day Board and Superintendent Mini Retreat facilitated by 3rd party

- 5 Voices Leadership Assessment for Teams (Recommended)
- Establish working agreements and norms
- Establish communication/meeting preferences and rhythms
- Discuss planning/strategy for district strategic plan, goals, and priorities



## Section II

**Days 1-30**  
July 1 - August 12

LRSD hosts Superintendent Welcome Reception

Relaunch LRSD Convocation - 8/10

Begin 1:1 meetings with district principals (goal = 15)

Release meeting dates, times & locations for Fall Community Listening & Learning Tour



**Days 1-30**  
July 1 - August 12



Continue 1:1 meetings with principals  
(goal = an additional 15 [total of 30])

Notify members of appointment/selection to  
the superintendent's student, teacher, school  
leader, classified, and parent advisory councils

Cabinet to review potential partners to assist  
with strategic plan development (if green light  
given by Board during June mini retreat)



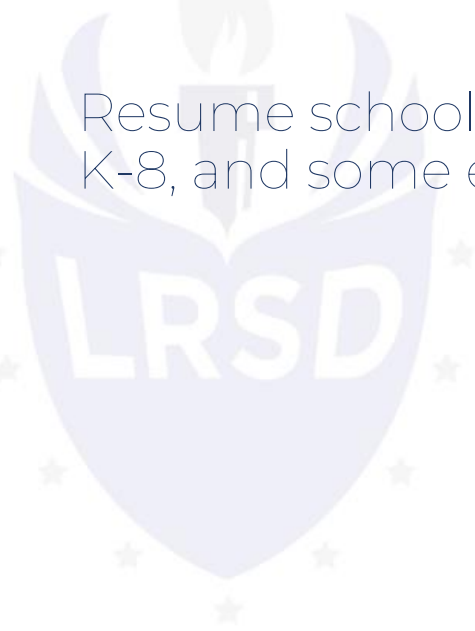
**Days 31-60**  
**August 15 - September 23**



Attend and engage in a variety of scheduled district and school-wide professional learning sessions

- Facilitate listening & learning sessions with district teachers during in-service days

Resume school visitations (all middle, K-8, and some elementary schools)



**Days 31-60**  
August 15 - September 23



Recommendation to Board of partner organization to assist with strategic plan development (pending Board approval during July mini-retreat)

Begin monthly board member interactions (i.e. as decided during July retreat)

Attend select school open houses, back-to-school nights, and other extracurricular activities

First meeting of all superintendent advisory councils occur



**Days 31-60**  
August 15 - September 23





Launch of Fall Community Listening & Learning Tours across the District

Selection by Board of partner organization to assist district with strategic plan development

Schedule proposed Fall Board and Superintendent Cabinet Retreat (2-3 Days)

- To include initial planning with board selected strategic plan partner and identification of planning timeline and next steps
- LRSD goals review

Complete 1:1 meetings with remaining principals and continue school visits  
*(goal = 15 elementary school visits)*



**Days 61-90**  
**September 26 - November 4**

Complete all school visits (i.e remaining elementary schools, early childhood, alternative ed sites, and CTE centers)

Make final decisions (if any) on the construction of the superintendent's cabinet, leadership team, department/division heads, organizational structure

Prepare a 100 Day Report to be presented during the December or January board/agenda meeting. Report will include findings, recommendations, and next steps



**Days 91-100**  
**November 7 - 18**



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