

# **Tri-Village Local Schools**

**Superintendent's**

**Transition & Learning Plan**

***The First 100 Days***



***Presented to the Tri-Village Board of Education:***

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By:  
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Dear Community,

My responsibility as your superintendent is to develop and set a clear direction, bring people with me, and to deliver results that reflect positive progress in our students' growth and achievement. Activities during the first 100 days of my transition are of important significance, particularly in an environment of tremendous change in the public educational arena.

The purpose of the 100-day plan is to establish a set of priorities that will define and guide my work during my initial tenure as your superintendent. These activities are designed to garner more information about Tri-Village Local Schools, establish a strong community presence, assess district strengths and weaknesses, and identify critical issues related to the implementation of a common plan.

Please understand the activities in the plan will give me tangible goals to achieve within my first 100 days. These goals will also support the long -term success and sustain the initiatives necessary for the advancement of educational opportunities for our students and staff. I look forward to sharing my progress with you. Thank you in advance for your support.

*Josh Sagester*

Josh Sagester, Superintendent  
Tri-Village Local Schools



### **Mission of the School**

Our mission is to provide a safe learning environment where students are challenged to think critically and to analyze and synthesize ideas, encouraged to meet and exceed their educational goals, motivated to reach further and higher each day, and inspired to become lifelong learners and thinking citizens.

### **District Goals**

1. Maintain and expand Tri-Village's educational image
2. Develop pathways to utilize data
3. Develop strategies to teach and learn academic content standards in all subject areas.
4. Maintain long-term stability of the district

The Tri-Village Local Schools District Goals are listed as Financial, Communication, and Instructional. I have attempted to align my initial 100-day plan to those three areas in an effort to better familiarize myself with the existing strategic plan and continue the hard work those individuals provided during the developmental process.

Further, The Ohio Department of Education lists 5 standards for superintendent's to focus and improve for the betterment of educational leadership throughout the state. Those five standards include: 1-Vision, Continuous Improvement, and Focus of District Work, 2-Communication and Collaboration, 3-Policies and Governance, 4-Instruction, and 5-resources.

Therefore, I have aligned my 100-day plan with both the District's Goals and the ODE Superintendent Standards. It is my sincere hope that by aligning these materials I am both meeting the district and state expectations for the work of a successful superintendent. (Note: Some activities may align themselves to more than one ODE standard/Focus Area depending on the nature of activity)



## **Strategic Aspirations**

### ***On Vision and Strategy***

- We will be a school district that attracts and retains students from our community and county.
- Tri-Village Local Schools will produce globally competent students who are college and career ready.

### ***On People and Teams***

- A dynamic leadership team in place
- A positive work culture
- People want to work here
- Our staff and community feel connected to the leadership team

### ***On Results and Deliverables***

- Proven track record regarding improvements across all established metrics
- The community has faith and confidence in our work
- We have a reputation of innovation

**ODE Superintendent's Leadership Standard:  
Vision, Continuous Improvement, and Focus of District Work**

**Entire Plan based on Vision and Planning**

<b>Activity</b>	<b>Within 30 Days</b>	<b>Within 60-Days</b>	<b>Within 90-Days</b>	<b>Last 10 days</b>
Review Strategic Plan and structure 100 – Day Entry Plan	<b>X</b>			<b>Review and Evaluate Success</b>
Complete eTPES Training at the Greene County ESC (July 31 <sup>st</sup> )	<b>X</b>			<b>Review and Evaluate Success</b>
Complete OPES Training at the Greene County ESC (August 6 <sup>th</sup> & 7 <sup>th</sup> )	<b>X</b>			<b>Review and Evaluate Success</b>
Participate in BASA's New Superintendent Transition Program	<b>X</b>	<b>X</b>	<b>X</b>	<b>Review and Evaluate Success</b>
Conduct Work Session with Tri-Village Administrative Team for Purposes of Goal-Setting and Planning for Academic Year.	<b>X</b>			<b>Review and Evaluate Success</b>
Attend Administrators Summer Conference	<b>X</b>			<b>Review and Evaluate Success</b>

Conduct New Teacher Orientation Meeting (August 22 <sup>nd</sup> )	X			<b>Review and Evaluate Success</b>
Review Board of Education Policies	X	X		<b>Review and Evaluate Success</b>
Determine Staffing Needs Assessment and Fill Faculty Positions Accordingly for Academic Year.	X			<b>Review and Evaluate Success</b>

**ODE Superintendent's Leadership Standard:  
Communication and Collaboration**

**Communication**

<b>Activity</b>	<b>Within 30-Days</b>	<b>Within 60-Days</b>	<b>Within 90-Days</b>	<b>Last 10-Days</b>
Meet with Community Leaders, Faculty and Staff Members, Students, and Parents in an effort to establish working relationships.	X	X	X	<b>Review and Evaluate Success</b>
Determine the Best Method for the Delivery and of the 100-Day Superintendent Plan and Disseminate the Plan.	X			<b>Review and Evaluate Success</b>
Review and Evaluate Present Methods of Communication to	X	X		<b>Review and Evaluate Success</b>

Determine Effectiveness and Needs.				
Conduct Beginning Convocation for Start of School Year to provide Faculty and Staff with Superintendent Expectations and Well-Wishes.	<b>X</b>			<b>Review and Evaluate Success</b>
Conduct "Communication" Meeting with Administrative Team to Facilitate Communication with Public and Stakeholders.	<b>X</b>	<b>X</b>		<b>Review and Evaluate Success</b>
Review and Evaluate District Website	<b>X</b>	<b>X</b>	<b>X</b>	<b>Review and Evaluate Success</b>
Complete Superintendent's Message on Website	<b>X</b>			<b>Review and Evaluate Success</b>
Construct a Twitter Account and promote our school district (Have a link on our website)	<b>X</b>			<b>Review and Evaluate Success</b>
Visit 100% of Teacher Classrooms to Meet Faculty and Review Teacher instruction.			<b>X</b>	<b>Review and Evaluate Success</b>
Supervise or Attend a Minimum of 20 School-Sponsored or Community Events.			<b>X</b>	<b>Review and Evaluate Success</b>

**ODE Superintendent's Leadership Standard:  
Resources**

**Financial**

<b>Activity</b>	<b>Within 30-Days</b>	<b>Within 60-Days</b>	<b>Within 90-Days</b>	<b>Last 10-Days</b>
Continue to search for ways to increase student enrollment and maintain students on campus.	<b>X</b>	<b>X</b>	<b>X</b>	<b>Review and Evaluate Success</b>
Continue to search for competitive grants that are available as sources of revenue	<b>X</b>	<b>X</b>	<b>X</b>	<b>Review and Evaluate Success</b>
Communicate with Treasurer for Financial Analysis and Spending Review.		<b>X</b>	<b>X</b>	<b>Review and Evaluate Success</b>
Complete BASA School Finance Training in an Effort to Better Understand and Navigate the Recent Changes to Ohio School Funding.		<b>X</b>		<b>Review and Evaluate Success</b>



**ODE Superintendent's Leadership Standard:  
Instruction**

**Instruction**

<b>Activity</b>	<b>Within 30-days</b>	<b>Within 60-Days</b>	<b>Within 90-days</b>	<b>Last 10-days</b>
Review Local Report Card Data with Tri-Village Administrative Team	<b>X</b>	<b>X</b>	<b>X</b>	<b>Review and Evaluate Success</b>
Review, negotiate with certified staff, and oversee the implementation of changes to teacher evaluation system	<b>X</b>	<b>X</b>	<b>X</b>	<b>Review and Evaluate Success</b>
Address Necessary School and District Handbook Changes per Amendments to ORC and Public Education Law.	<b>X</b>			<b>Review and Evaluate Success</b>
Review, Evaluate, and, if Necessary, Implement Staff Training Mechanism for Purposes of Compliance with ORC Personnel Law.	<b>X</b>	<b>X</b>	<b>X</b>	<b>Review and Evaluate Success</b>
Oversee the Training of Principals in the eTPES process for completing OTES Teacher Evaluation.		<b>X</b>	<b>X</b>	<b>Review and Evaluate Success</b>

Continue to build infrastructure for PARCC Assessments	X	X	X	<b>Review and Evaluate Success</b>
Oversee Required Annual Safety Drills in Coordination with Administrative Team.		X	X	<b>Review and Evaluate Success</b>
Work with the Administrative Team to Discuss, Implement, and Oversee Baseline Data Testing for the Purposes of School Improvement.		X	X	<b>Review and Evaluate Success</b>
Review with Grade-Level Teams and Administrative Team Members Necessary Curricular Trends, Program Initiation, and Teaching Resources Necessary for Success.		X	X	<b>Review and Evaluate Success</b>

As identified in the tables above, the last ten-days of the 100-day plan will be used for the evaluation, re-identification of needs, and on-going communication with all stakeholders of Tri-Village Local Schools.