
Superintendent Entry Plan

Fountain Valley School District

Proposed by Mark Johnson, Ed.D.



Preparing today's youth for tomorrow's future



Superintendent's Letter

I am incredibly honored to serve as the Superintendent of the Fountain Valley School District and look forward to working with you to ensure that every student is ***Prepared for Tomorrow's Future!*** Fountain Valley School District is, and has been, recognized as a top performing district in Orange County and serves as a beacon for the communities it serves. For years, I have paid close attention to the District's academic achievements and awards and I am absolutely thrilled to call Fountain Valley School District my new home.

The District's Mission *is to promote a foundation for academic excellence, mastery of basic skills, responsible citizenship, and a desire by students to achieve their highest potential through a partnership with home and community.* I embrace this mission and know that we must come together as a community to ensure that all students attain the learning outcomes that we have established for them.

In an effort to learn more about the District's significant strengths, challenges, and to build upon our shared vision for the future, it is important that I provide a clear and transparent entry plan that explains the goals, objectives and activities of my early work in FVSD. The insights that I gain during this process will help us make informed decisions that allow us to build upon the foundation of excellence that already exists, while finding strategic ways to ensure that we continuously improve.

I welcome the opportunity to collaborate with you on the implementation of this entry plan and am excited for the potential of our joint efforts as we expand upon what our district does best - preparing every student, every day for tomorrow.

Sincerely,

Mark S. Johnson, Ed.D.
Superintendent



Entry Plan Summary

Goal 1 - Establish a collaborative, positive, and productive working relationship with the FVSD Board of Trustees to ensure a cohesive and collaborative Governance Team.

1. Work collaboratively with the Board in developing a cohesive and effective governance team to ensure the academic growth of all students.
2. Develop and implement effective communication protocols and practices between the Board and the Superintendent.

Goal 2 - Assess and learn about the current instructional practices/initiatives, curricular programs and achievement levels within the District.

1. Understand current strategies, strengths, and opportunities for improvement in the District's instructional program.
2. Assess and monitor student intervention systems and employee professional growth opportunities to ensure students and teachers/staff are receiving extraordinary support.
3. Understand the alignment of standards, curriculum, assessments, and professional development to ensure rigorous instructional practices throughout the entire district.

Goal 3 - Establish trust, transparency, and confidence through open and honest communication and positive relationships among stakeholder groups.

1. Communicate and model the District's vision focused on improving the academic achievement of all students.
2. Increase personal knowledge and understanding of the Fountain Valley School District and community including its culture, traditions, and history.
3. Establish a positive, professional, and collaborative relationship with professional associations and labor groups.
4. Establish positive and productive working relationships with district leaders, business leaders, faith leaders, political leaders, and media.
5. Increase opportunities to promote the District's image within the community and enhance advocacy for the District's needs and mission.

Goal 4 - Ensure district-wide fiscal and organizational health.

1. Determine "where are we, where we need to go" in terms of each major division within the organization to ensure a student-focused agenda.
2. Understand current organizational systems and structures.
3. Increase personal knowledge of the District's budget and financial portfolio.
4. Establish a strong and appropriately focused District leadership team.

Goal 5 - Establish a supportive, positive district climate and culture to implement the District's Vision.

1. Establish positive relationships with district leadership and school level staff.
2. Communicate with parents and encourage positive partnerships on behalf of students.
3. Establish and maintain connections with the political leadership in the city and county in order to establish clear lines of communication, advocacy, and support for the District's students.



Entry Goals, Objectives, and Activities

Goal 1

Establish a collaborative, positive, and productive working relationship with the FVSD Board of Trustees to ensure a cohesive and collaborative Governance Team.

Objectives

1. Work collaboratively with the Board in developing a cohesive and effective governance team to ensure the academic growth of all students.
2. Develop and implement effective communication protocols and practices between the Board and the Superintendent.

Activities

1. Share Superintendent's Entry Plan with the Board President and each Trustee for feedback and suggestions.
2. Participate in a Board Workshop to develop a clear understanding of protocols, practices, responsibilities, expectations, and communication systems to promote an effective and efficient Board-Superintendent working relationship.
3. Establish regular one-on-one meetings with individual Trustees in order to broaden perspectives on issues associated with district operations (weekly or as desired).
4. Establish regular meeting times with the Board President for reviewing board meeting agendas and for discussing district matters.
5. Collaborate with the Board to establish the Superintendent evaluation process, procedures, timelines, and goals.
6. Review Board Policies.





Entry Goal, Objectives, and Activities

Goal 2

Assess and learn about the current instructional practices/initiatives, curricular programs and achievement levels within the District.

Objectives

1. Understand current strategies, strengths, and opportunities for improvement in the District's instructional program.
2. Assess and monitor student intervention systems and employee professional growth opportunities to ensure students and teachers/staff are receiving extraordinary support.
3. Understand the alignment of standards, curriculum, assessments, and professional development to ensure rigorous instructional practices throughout the entire district.

Activities

1. Meet with the Assistant Superintendent of Curriculum and Instruction and principals to discuss the performance of district schools to assess the quality of actions proposed for continuous improvement of schools.
2. Complete visits to all district classrooms to observe instruction and validate practice.
3. Review student data for all populations.





Entry Goals, Objectives, and Activities

Goal 3

Establish trust, transparency, and confidence through open and honest communication and positive relationships among stakeholder groups.

Objectives

1. Communicate and model the District's vision focused on improving the academic achievement of all students.
2. Increase personal knowledge and understanding of the Fountain Valley School District and community including its culture, traditions, and history.
3. Establish a positive, professional, and collaborative relationship with professional associations and labor groups.
4. Establish positive and productive working relationships with district leaders, business leaders, faith leaders, political leaders, and media.
5. Increase opportunities to promote the District's image within the community and enhance advocacy for the District's needs and mission.

Activities

1. Conduct "Listen and Learn" meetings with business leaders, civic leaders, faith leaders, political leaders, and educational leaders.
2. Conduct Learning Walks at campuses throughout the district and meet with students, teachers, principals, and employee groups.
3. Conduct "Listen and Learn" meetings with representatives of the Chamber of Commerce and other service organizations and participate in memberships, as deemed appropriate.
4. Attend and participate in city and county events, as appropriate.
5. Conduct "Listen and Learn" meetings with parent organizations and schedule regular sessions for continued conversations and collaboration.





Entry Goals, Objectives, and Activities

Goal 4

Ensure district-wide fiscal and organizational health.

Objectives

1. Determine "where are we, where we need to go" in terms of each major division within the organization to ensure a student-focused agenda.
2. Understand current organizational systems and structures.
3. Increase personal knowledge of the District's budget and financial portfolio.
4. Establish a strong and appropriately focused District leadership team.

Activities

1. Establish a schedule to meet with all administrators and key staff.
2. Ensure that Board agenda items are presented in a clear and understandable manner by staff.
3. Review all critical Fountain Valley School District documents, including the following:
 - Board policies and administrative regulations, District goals and objectives
 - Collective bargaining agreements
 - Local Control Accountability Plan
 - Employee handbooks
 - Student achievement data by school
 - Financial projections and budget processes
 - Legal proceedings and settlements
 - Accountability plans and processes
 - Facilities utilization, plans, and projects, safety and emergency plans
 - Request an assessment of current status from each major division, an analysis of the critical work priorities for the upcoming year, and the proposed plan of action for each.





Entry Goals, Objectives, and Activities

Goal 5

Establish a supportive, positive district climate and culture to implement the District's Vision.

Objectives

1. Establish positive relationships with district leadership and school level staff.
2. Communicate with parents and encourage positive partnerships on behalf of students.
3. Establish and maintain connections with the political leadership in the city and county in order to establish clear lines of communication, advocacy, and support for the District's students.

Activities

1. Utilize the Fountain Valley School District's Vision, Board Interests and Goals to message and brand the District.
2. Assess and determine the critical next steps and an achievable implementation plan for the Board's Interests and Goals.
3. Immerse myself into the culture of Fountain Valley School District to become a visible and well connected leader within the community.
4. Know each employee by name.
5. Provide presentations to various internal and external groups to communicate the District's vision and plan for continued improvement.

