

## 90 Day Entry Plan

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June 30, 2017

The following is an initial entry plan describing the goals and activities that I will target during my first 3 months in the Superintendent position for Rim of The World Unified School District.



\*This document is in draft form and will be amended in consideration of Board input.

Goal 1: Establish a collaborative, positive, and productive working relationship with the RIMUSD Board of Trustees to ensure a cohesive and effective governance team.

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

Goal 2: Focus on solutions to existing district fiscal challenges with the CBO, Associate Superintendent of Personnel and the county.

1. Work collaboratively with the CBO and the county to understand current budget and fiscal practices.
2. Assist in designing a plan for the next year that can be shared with stakeholders regarding the budget process and to address short falls.
3. Work collaboratively with Associate Superintendent to understand negotiations, staffing ratios, and union history.

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 6 goals focusing on student learning.
2. Increase personal knowledge and understanding of the Rim of the World Unified School District and community including its culture, traditions and history.
3. Establish a professional, positive, 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.

Goal 4: Develop practices to create organizational health and a positive climate.

1. Determine "where we are and where we need to go" in terms of each major division with the organization to monitor a student-focused agenda.
2. Understand current organizational systems and structures.
3. Set up the theme for the year: "Together We Can" and establish management meeting schedule for the year.
4. Establish clear lines of communication and support with the county, parents, and other stakeholders for support of our students.
5. Introduce 10 before 10:00 philosophy - 10 positive interactions with personnel before 10:00 AM.

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