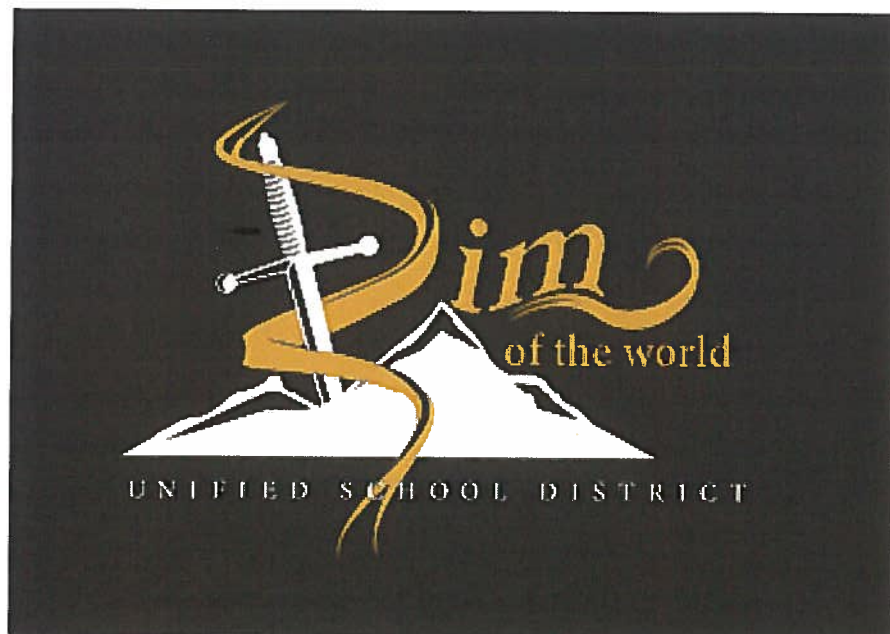


90 Day Entry Plan Report

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October 1, 2017

The following is a report describing my progress on goals and activities outlined in my 90 Day Entry Plan.



*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.

I have interviewed and spent time with each board member to ask their preferences for communication. We have all agreed to text, email, or call when a need, concern or questions should arise based on the urgency of the item. We have had a board workshop on governance from Ralph Baker, retired superintendent and consultant from SBCSS. With the transition of a new Executive Secretary to the Superintendent, we have set up systems and protocols for the Friday Update, submission of board agenda items, and calendar items from sites based on board input. Individual board member requests for meetings and receiving of the board agenda have been met. I will want to continue to establish regular one-on-one meetings with individual members.

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.

Weekly meetings take place between the Superintendent and the CBO in addition to Executive Cabinet meetings held on Mondays. Conference calls and individual meetings have been made with the Fiscal Advisor assigned to ROWUSD as well as the county Superintendent. Weekly meetings have been held with Mike Whisenhand, Superintendent Advisor, and Executive Cabinet to discuss steps necessary for fiscal solvency, negotiations, and staffing ratios. Tom Cassida from the SBCSS Finance Department gave a presentation to the community at the August 17 board meeting. John Rajcic, Attorney, is advising executive cabinet and the board on the negotiations process. The Associate Superintendent position is currently vacant so some catch up will need to be done as a person is brought on board in November.

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

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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.

I have met with over 30 classified, certificated and management personnel to begin to establish rapport and productive working relationships. In each individual meeting 4 common questions were asked: Tell me about yourself and what lead you to your position, Describe 2 successes and 2 challenges in your department, site or the district, How can I support you in your role and How can I best communicate with you? I have attended Rotary meetings, met with Rim Educational Foundation, and met with the newspaper publisher. I have met with both union Presidents and will attend once a month the problem solving meeting between RTA and executive cabinet that meet weekly. I attended the RTA picnic. Some of my other meetings have included Mountain/High Desert Superintendent meetings, Lake Arrowhead Arts Association event attendance, Mountain Collector, Mountain Arts Network, Lake Arrowhead Classical Ballet, Mountain PTA, Rim HS home football games, San Bernardino County Fire and Twin Peaks Sheriff. I attended every Back to School night and have established monthly walk-thru's at each site with the principals.

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.

Executive Cabinet has met weekly to discuss the district and our departments, we have taken a look at systems and protocols putting in place the foundation for evaluations, effective monitoring, positive PR, board agenda submissions, and emergency communication. Together We Can was the theme for our Welcome Back Breakfast. It was explained to all personnel with examples gathered from research regarding events that took place to demonstrate this theme last year. "Big Management" takes place the first Tuesday of the month and together we are doing a book study, "How to Become a Great Boss". Principal Roundtable meets

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the 3rd Tuesday of the month and we are using the book, "Hacking Leadership" to guide our work. A community events button was added to the website and all sections of the website were updated by the end of August. A quarterly Superintendent Newspaper was established and published. A Positive PR calendar was written by me and our management team was given my expectations for this campaign. We will work with our technology department and the local newspapers to submit positive press for their consideration weekly starting October 13. A Respect for ALL plan will be written by each site and department for publication on websites by November 1. The 10 before 10:00 philosophy was introduced to all management and practiced by me at the District Office.

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