Peekskill City School District

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Superintendent
90 Day Entry Plan
**Focus Areas:**

- Academic Achievement and Data Driven Decisions
- Student Support Services Plan (Whole Child Approach)
- Budget, Grants & Philanthropic Foundations
- Partnerships: Parents, City, Community, Businesses, Faith-based, etc.
- Strategic Planning and Alignment
- Enrichment Opportunities

**Backwards Mapping for Success:**

- **Peekskill’s Mission** is to educate all students to strive for excellence as lifelong learners who embrace diversity and are contributing members of a global society
- High School Achievement and Graduation Success
- Middle School Youth Development and Achievement
- Reading, Writing, Math and social skills by grade 3
- Prenatal to Pre-kindergarten programs
Entry Plan: Stages

Pre-Entry
Explore, listen, learn & analyze

Phase I
(July)
Engage, meet, listen, & assess

Phase II
(August)
Collaborate, strategize, prepare & communicate

Phase III
(September)
Support, implement, assess and course correct

“If you want to go fast, go ALONE.
If you want to go far, go TOGETHER.”
African Proverb
Pre-Entry Plan: (Appointment - June)

**Purpose:**
The purpose of the pre-entry phase is to begin a process of learning about the District and the city to ensure the ability to immediately initiate the “90 Day Plan” on July 1st.

**Process:**
- Launch the “listening and learning” tours
- Begin a strong collaborative relationship with the Board of Education and key leaders (e.g., Mayor, PTO, etc.)
- Collaborate with the interim superintendent to ensure an effective transition
- School visits and initial meetings with principals
- Review the District’s budget to identify themes of support and priorities
- Begin to write for grants to support our students and families
- Engage in the District’s strategic planning process
- Review alignment of the budget, resources and actions to reach the District’s vision
- Assess the district’s data protocols and systems
- Assess structures for collaboration and communication

**Product:**
A 90 Day Plan will be developed and shared with the Board of Education and the community to set the course for the next three months.
Purpose:
The purpose of the first 30 days is to officially begin the stakeholder engagement process; review of strategic plans with staff; data analysis and continue assessing the strengths, needs and opportunities.

Process:
- Meet with internal and external District and community leaders:
  - Board of Education and administrator’s leadership retreats
  - Begin “listening tours” and “Superintendent meet & greets”
  - Continue to meet with union leadership and school leadership teams
  - Meet with city, county, faith-based, businesses and other community leaders
  - Launch School Support Meetings (Central Office and School Leadership)
- Analyze multiple years of data to identify the strengths, challenges and opportunities for growth (including sub-groups)
- Assess key processes (Strategic action plans, Budgeting, Staffing, Operations, Curriculum, Transportation, etc.) to ensure alignment with the District’s priority areas
- Engage with the strategic plan stakeholder group (Led by Dr. Licopoli)

Products:
- The PCSD has a well-developed District Comprehensive Improvement Plan / Strategic Plan)
- Superintendent’s log of meetings, discussions and visits to begin to capture the strengths, assets, challenges and opportunities for success.
Purpose:
During this phase, District leaders finalize plans and prioritize critical actions for a strong start to the upcoming school year.

Process:
• Continue to work with the Board of Education to listen, communicate and collaboratively plan
• Continue the strategic planning process
• Continue to meet with department and school leaders to ensure a high level of school opening readiness (e.g., staffing, transportation, grounds, curriculum, etc.)
• Continued curriculum planning (Academic achievement and professional development planning)
• Implement communication and public relations campaign
• Assess protocols and culture of communicating with all families

Products:
School opening plan to ensure readiness for students and families on the first day of school.
Purpose:
During this phase, District leaders ensure that the school year is off to a great start to help ensure productive outcomes.

Process:
• Communicate with the Board of Education and key leaders to update them and continue collaborative planning
• Focus on Schools:
  • Opening of schools (Central office staff deployed to support schools)
  • Assessing school challenges, problem solving and course correcting immediately
• Implementation of district and school plans for improved yearly outcomes
• Implement a data dashboard
• Launch a system a progress monitoring system on a quarterly basis to ensure yearly goals will be accomplished (Report to BOE)
• Conclude the 90 day period with collaboratively developed priorities for near & future success (short-term and long-term “wins”)

Product:
The Superintendent’s 90 Day Summary will be shared with the Board of Education and the community.
Peekskill City School District

Vision

Measurable Goals

DCIP / Strategic Plans

Strengths, Assets, Opportunities for Growth