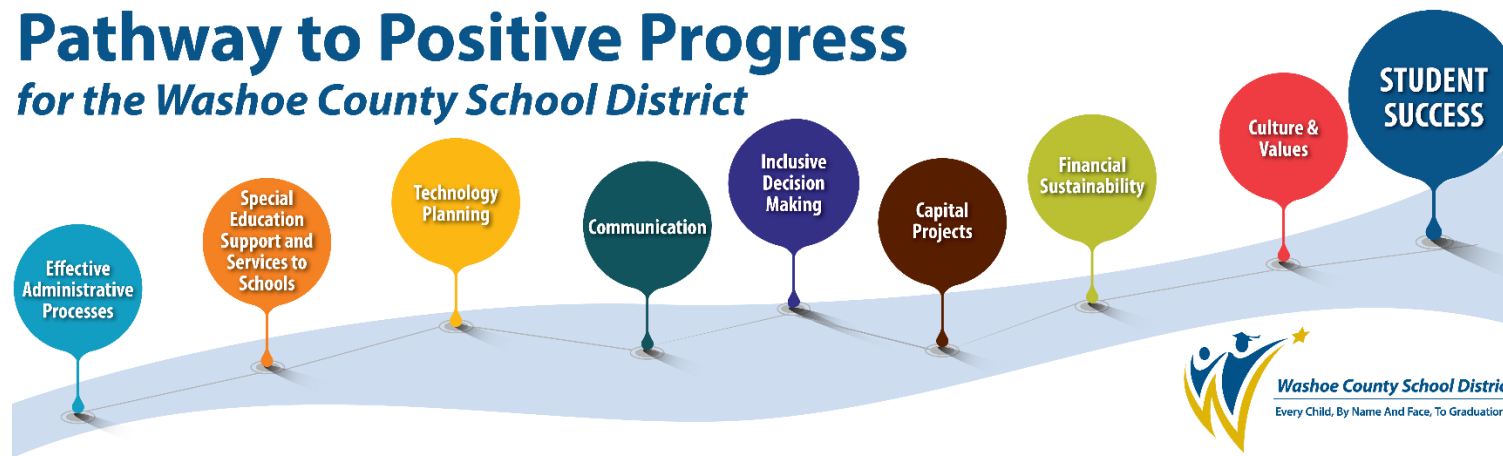


# Pathway to Positive Progress for the Washoe County School District



Internal Stakeholder Input: 60-90-120 Day Plan  
Interim Superintendent Kristen McNeill, Ed.D

How will we evaluate our progress towards our employee commitment?

- We will track an improvement in the tone of employee comments on social media, surveys and from feedback gathering meetings
- We will track an improvement in the tone of community comments via a variety of sources
- We will track the reduction or removal of the introduction of system wide changes without employee/stakeholder input
- We will transition from a crisis mentality to a stability message, demonstrated in Interim Superintendent communications, Board of Trustees communications, Board of Trustees Meetings, Leadership Team meetings and other districtwide and school-based meetings
- We will, as a Leadership Team, increase participation in morale building activities, assume a visible leadership role within the school district and the community
- We will create a mid-year/semester survey on implementation of the Pathway to Positive Progress Plan
- We will provide a public reporting process made on employee input

The Pathway to Positive Progress will be updated every 2 weeks to reflect progress made on our commitments. [Pathway Information](#)

Concern	Who	What/How	60 Day Plan: July/August 1-31, 2019	90 Day Plan: September 1-30, 2019	120 Day Plan: October 1-31, 2019
<b>Low Morale</b>	<ul style="list-style-type: none"> <li>• Association Presidents</li> <li>• Association Leadership</li> <li>• Interim Superintendent</li> <li>• Leadership Team</li> <li>• Communications</li> <li>• Board of Trustees</li> </ul>	<ul style="list-style-type: none"> <li>√ Back to School LTL</li> <li>√ New Educators Breakfast</li> <li>○ Quarterly Meetings with Association Leadership Teams</li> <li>○ Monthly Meetings with individual Associations</li> <li>○ Regular update email, each Monday <a href="#">Outreach Meetings</a></li> </ul>	<ul style="list-style-type: none"> <li>√ Identify and discuss opportunities to improve employee communication and support district message of improved employee support</li> <li>○ Provide regular communication to employees</li> <li>○ Provide access to Interim Superintendent weekly calendar</li> <li>○ Share message of stability and</li> </ul>	<p><i>We will continue to move forward with these commitments and in addition we will:</i></p> <ul style="list-style-type: none"> <li>√ Activate an employee question and answer section on Interim Superintendent website <a href="#">Questions and Answers</a></li> </ul>	<p><i>We will continue to move forward with these commitments and in addition we will:</i></p> <ul style="list-style-type: none"> <li>○ Monitor employee question and answer section on Interim Superintendent website</li> </ul>

Concern	Who	What/How	60 Day Plan: July/August 1-31, 2019	90 Day Plan: September 1-30, 2019	120 Day Plan: October 1-31, 2019
		<ul style="list-style-type: none"> <li>√ Extend the Casual Conversation Meetings to more locations through fall <a href="#">Outreach Meetings</a></li> <li>◦ Begin School Visits (only the Interim Superintendent, Area Superintendent and Trustee) <a href="#">Outreach Meetings</a></li> <li>◦ Begin Stakeholder Community Meetings (Interim Superintendent and Trustees) <a href="#">Dr. McNeill Transition Plan Outreach Meetings</a></li> </ul>	<ul style="list-style-type: none"> <li>core beliefs of serving with honesty, integrity and kindness</li> <li>◦ Share positive happenings around the district on a consistent basis through various social media avenues email: <a href="mailto:goodnews@washoeschools.net">goodnews@washoeschools.net</a></li> <li>√ Begin monthly birthday cards from Interim Superintendent to employees with August birthdays</li> <li>√ Create interactive employee website for comments and feedback</li> <li>√ Build employee question and answer section on Interim Superintendent website <a href="#">Outreach Meetings Questions and Answers</a></li> </ul>	<ul style="list-style-type: none"> <li>√ Create a stakeholder Task Force on Student Behavior, Trauma Informed Practices and Family Supports</li> <li>√ Discuss the WCSD Behavior Matrix at the September Board of Trustees Meeting</li> <li>◦ Create an Employee and Community Suggestion Box on the Interim Superintendent website which includes process of vetting suggestions</li> </ul>	<ul style="list-style-type: none"> <li>◦ Implement Employee and Community Suggestion Box on website to include process of vetting suggestions</li> <li>◦ Meet with stakeholder Task Force on Student Behavior, Trauma Informed Practices and Family Supports (Oct. 16, 3:30 pm)</li> <li>◦ Review strategies used and progress made</li> </ul>
<p><b>Special Education Support and Services to Schools</b></p>	<ul style="list-style-type: none"> <li>• Interim Superintendent</li> <li>• Office of School Leadership</li> <li>• Leadership Team</li> <li>• Communications Manager/Department</li> <li>• Special Education Task Force</li> <li>• Association Leadership and Boards</li> <li>• Board of Trustees</li> </ul>	<ul style="list-style-type: none"> <li>√ Communicate to all Stakeholders re-organization of Office of School Leadership and elimination of Office of Student Services</li> <li>√ Introduce New Area Superintendent over Special Education and support transition into new role</li> <li>√ Attend Special Education Advisory Panel Meeting (SEAP) 08.21.2019</li> <li>√ Meet with Special Education Task Force <a href="#">Outreach Meetings</a></li> </ul>	<ul style="list-style-type: none"> <li>√ Create Area 5 which includes both comprehensive and special education sites, for continuous support to schools, students, staff</li> <li>√ Share message of stability and direct support to schools</li> <li>√ Focus will be on listening to stakeholders and gathering problem areas within special education services</li> <li>√ Review of organizational structures and communication plan of former Office of Student Services and Office of School Leadership</li> <li>◦ Review WestEd Report (<a href="#">WestEdReport</a>) recommendations and compare with current status as to progress; discuss other possible needs for needs assessment</li> </ul>	<p><i>We will continue to move forward with these commitments and in addition we will:</i></p> <ul style="list-style-type: none"> <li>√ Implement results of review of organizational structures and communication plan of former Office of Student Services and Office of School Leadership</li> <li>◦ Continue review of WestEd Report recommendations and comparison with current status as to progress; discuss other possible needs for needs assessment</li> <li>◦ Review of due processes and areas of needed professional development for schools to provide support</li> </ul>	<p><i>We will continue to move forward with these commitments and in addition we will:</i></p> <ul style="list-style-type: none"> <li>• Review strategies used and progress made</li> </ul>

Concern	Who	What/How	60 Day Plan: July/August 1-31, 2019	90 Day Plan: September 1-30, 2019	120 Day Plan: October 1-31, 2019
<b>Workload of Teachers and Principals (examples: assessments, attendance)</b>	<ul style="list-style-type: none"> <li>Interim Superintendent</li> <li>Leadership Team</li> <li>Office of School Leadership</li> <li>Association Leadership and Boards</li> <li>Board of Trustees</li> </ul>	<ul style="list-style-type: none"> <li>√ Activate Teacher Tool within Infinite Campus</li> <li>√ Refine and define areas of problems for decreasing workload</li> <li>○ Visit schools with focus on new principals and walk through classrooms <a href="#">Outreach Meetings</a></li> <li>○ Meet weekly with Area Superintendents to review needs of schools and support to schools</li> <li>◻ Review assessments and focus on a balanced assessment system</li> </ul>	<ul style="list-style-type: none"> <li>○ Acknowledge and recognize work accomplished by teachers and principals through social media, website, weekly Monday Communications <a href="#">Outreach Meetings</a> Email: <a href="mailto:goodnews@washoeschools.net">goodnews@washoeschools.net</a></li> <li>○ Collaborate with Area Superintendents, Principals and Teachers on finding common planning times during the school day</li> <li>○ Review areas of reducing paperwork requirements for teachers and principals</li> <li>○ Dates of School Visits completed <a href="#">Outreach Meetings</a></li> </ul>	<p><i>We will continue to move forward with these commitments and in addition we will:</i></p> <ul style="list-style-type: none"> <li>◻ Implement decisions of assessments and focus on a balanced assessment system</li> <li>◻ Monitor Teacher Tool within Infinite Campus for issues/concerns</li> <li>◻ Provide updates and track progress towards goal</li> </ul>	<p><i>We will continue to move forward with these commitments and in addition we will:</i></p> <ul style="list-style-type: none"> <li>• Review strategies used and progress made</li> </ul>
<b>Increase Pay/Benefits for employees</b>	<ul style="list-style-type: none"> <li>Negotiating Teams</li> <li>Association Leadership and Boards</li> <li>Interim Superintendent</li> <li>Board of Trustees</li> </ul>	<ul style="list-style-type: none"> <li>○ Continue to bargain in good faith <a href="#">Negotiations Message</a></li> </ul>	<ul style="list-style-type: none"> <li>○ Keep employees updated on bargaining through communications and Associations</li> <li>○ Continue to message 3% COLA over biennium and step increases are in FY20 budget</li> </ul>	<p><i>We will continue to move forward with these commitments and in addition we will:</i></p> <ul style="list-style-type: none"> <li>• Provide ratification dates and information, as appropriate</li> <li>• Provide updates and track progress towards goal</li> </ul>	<p><i>We will continue to move forward with these commitments and in addition we will:</i></p> <ul style="list-style-type: none"> <li>• Review strategies used and progress made</li> </ul>

Concern	Who	What/How	60 Day Plan: July/August 1-31, 2019	90 Day Plan: September 1-30, 2019	120 Day Plan: October 1-31, 2019
<b>Informational Technology Comprehensive Plan and Equity</b>	<ul style="list-style-type: none"> <li>• Interim Superintendent</li> <li>• Leadership Team</li> <li>• Board of Trustees</li> </ul>	<ul style="list-style-type: none"> <li>◦ Development of a comprehensive Strategic District Technology Plan: Device rollout, funding sources, security measures</li> </ul>	<ul style="list-style-type: none"> <li>◦ SY2019-2020 - 1:1 Pilots in five schools (currently 4 middle and 1 elementary)</li> </ul>	<p><i>We will continue to move forward and in addition we will:</i></p> <ul style="list-style-type: none"> <li>◦ Provide the Board of Trustees with a presentation on the proposed Strategic District Technology Plan (Board of Trustees Meeting - October 29)</li> <li>◦ Develop policies and regulations surrounding a viable and strategic technology plan in our schools</li> <li>○ Provide updates and track progress towards goal</li> </ul>	<p><i>We will continue to move forward and in addition we will:</i></p> <ul style="list-style-type: none"> <li>◦ Continue to provide communications around the Strategic District Technology Plan</li> <li>◦ Provide an update to the Board of Trustees on Digital Curriculum progress for all levels (ES, MS and HS)</li> <li>◦ Provide the Board of Trustees with a shared presentation between Academics and Technology</li> <li>◦ Review strategies used and progress made</li> </ul>
<b>Class Size/Allocation Process</b>	<ul style="list-style-type: none"> <li>• Interim Superintendent</li> <li>• Leadership Team</li> <li>• Office of School Leadership</li> <li>• Student Accounting</li> <li>• Board of Trustees</li> </ul>	<ul style="list-style-type: none"> <li>√ Review enrollment in all schools on a weekly basis</li> <li>√ Work to resolve any discrepancies between Infinite Campus and actual student numbers</li> </ul>	<ul style="list-style-type: none"> <li>√ Provide information to employees on the allocation process via the Monday Message video link (<a href="#">Monday Message Video</a>)</li> <li>√ Provide frequent updates to employees and community around current enrollment and impact on budget <a href="#">Outreach Meetings</a> <a href="#">Fall Overage</a></li> <li>√ Provide parents and community information on allocation process via social media, website information and public events such as Back to School Expo</li> <li>√ Minimize the need for teacher movement due to over/under student enrollment; the Office of School Leadership will work closely with the Business and Human Resources Offices to accomplish this goal <a href="#">Fall Overage</a></li> </ul>	<p><i>We will continue to move forward and in addition we will:</i></p> <ul style="list-style-type: none"> <li>√ Communicate all allocation changes to those impacted as quickly and efficiently as possible <a href="#">Fall Overage</a></li> <li>√ Continue to provide frequent updates to employees and community around current student enrollment and impact on budget <a href="#">Budget Work Session</a> <a href="#">Fall Overage</a></li> <li>◦ Provide updates and track progress towards goal (Board Agenda item October 29)</li> </ul>	<p><i>We will continue to move forward and in addition we will:</i></p> <ul style="list-style-type: none"> <li>○ Review processes for SY19-20 and refine for SY20-21</li> <li>○ Continue to monitor “hot spots”</li> <li>○ Review processes and areas of success and improvement</li> <li>○ Review strategies used and progress made</li> </ul>

