



Office of the Superintendent—Jill M. Rossetti **Entry Report Process | 2019-2020**

Introduction

The purpose of this plan is to outline the process I used to learn more about Blue Hills Regional Technical school in my new role as superintendent. This important transition time provides an important opportunity for the Blue Hills Regional Technical School community to assess where we currently are as a school district and where we want to be in the future. For over twenty-five years, I have been honored to serve BHR and appreciate BHR's commitment to continuous improvement and our community's hope to serve all students well while meeting new challenges.

In participation of the **New Superintendent Induction Program (NSIP)** with cohort 10 and having had the opportunity to meet individually with my coach, Ruth Whitner, a retired superintendent from the Massachusetts Association of School Superintendents in July 2019, I have begun part of the process outlined below.

I know much about Blue Hills Regional Technical School, including its history, traditions, values and current work. As I begin my work as Superintendent, I plan to spend my first year listening, observing and learning. I spent much of the fall meeting with individuals asking questions and hearing other perspectives about the strengths and needs of the district.

With the unforeseen COVID-19 health crisis and school closure from March 16 –May 4, 2020, we continue to move forward with the district as we work diligently together to implement our emergency remote teaching plan. Our priorities focus on the social emotional and physical health and well-being of the students and staff and then on the continuity of learning. We are working through unprecedented times and answering big questions as we go while tweaking things along the way for continuous improvement. Upon return to school, I will ask for more input regarding our remote learning plan, equity and access so we may improve should this anomaly ever occur again. This experience will assist me in identifying the things that BHR must preserve at all costs as well as how we will move forward together as a district.

Process

I shaped my entry process by hearing from stakeholders, observing the work of the district and reviewing district data, participating in the New Superintendent Induction Program (NSIP) while gathering my entry findings and compiling the data to write the Entry Findings Report. First, I conducted personal interviews with school committee members, administrators, teachers, parents and community members. These interviews were framed around eleven questions.

- What are the greatest successes of Blue Hills Regional Technical School?
- Why is the success of our school important to you? What areas are you most proud of?
- What are the one or two key areas or issues challenging our school?
- What is Blue Hills core strength? What is one thing that should be maximized at all costs?
- Is there enough communication from Blue Hills letting stakeholders know what is happening?
- What would a successful relationship look like between our departments?
- What events over the past few years have impacted our school system? Was the impact positive or negative and is the impact still being felt?
- Are we heading in the right direction and pursuing it the right way?
- Are there specific ways I can support your work and growth?
- What do you feel needs the Superintendent's immediate attention?
- What else do I need to know as the Superintendent?

The principal and I also offered a quarterly “**Coffee Hour**” for opportunities to meet with staff, parents and community members who have an interest in sharing their thoughts about BHR and how we can move the district forward together. Also, I frequently **visit classrooms**, vocational programs and the **outside job sites** in order to understand our students' experience as learners and the challenges and successes experienced by our dedicated teachers. Principal Zini and the leadership team joined me in this very important work. We have a **weekly effective leadership meeting** in an effort to make sure I hear all administrators and so that we are all working together in unison. Participation in **NSIP** and monthly meetings with Cohort 10 and my coach, Ruth have also guided me through the process while keeping me focused. I also examined **documents and data** including assessment results, Perkins Core Indicators, budget data and survey results as part of an ongoing effort to understand the needs and operations of BHR.

Reporting

Due to the COVID-19 pandemic, social distancing and stay at home advisory my plans will be adjusted. Therefore, in late spring/summer 2020 or early fall 2020, I will report my findings to the School Committee in public session. The feedback gathered during this process will help me to lead most effectively and as always I will continue to welcome the input of teachers, staff, students, parents, School Committee and community members as we work together to continue the success of Blue Hills and meet the needs of all our students.

Next Steps

The feedback gathered through this process will help me lead Blue Hills most effectively as I continue to reach out to stakeholders, teachers, staff, parents, School Committee and community members. Working together will assure the success of Blue Hills as we try to meet all of our students' needs.

I am honored to be a part of Blue Hills and I look forward to continuous improvement as we move the district forward.

