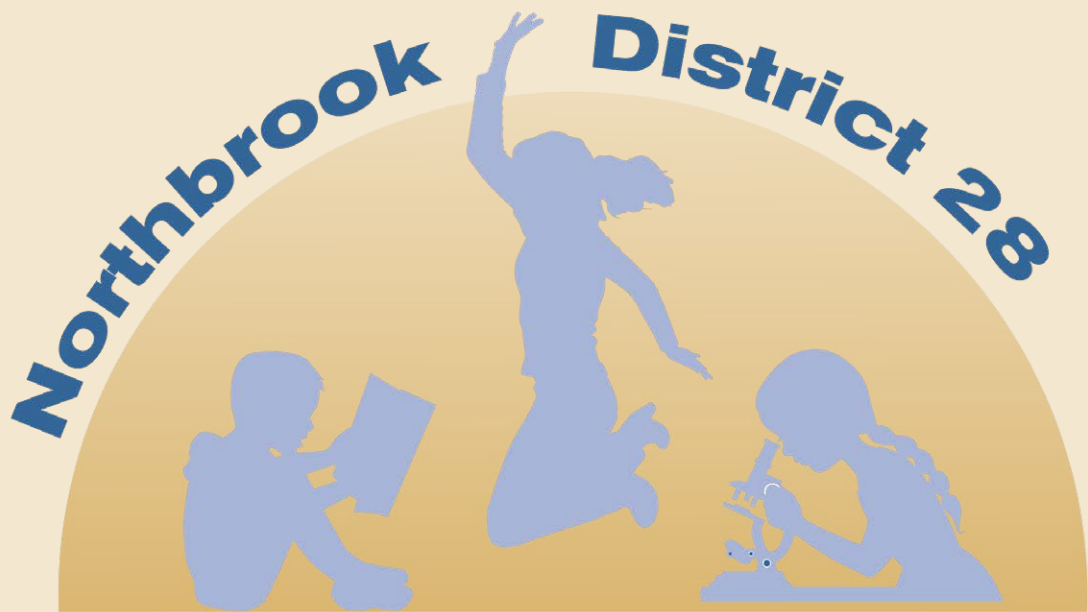


Superintendent Entry Plan

**Dr. Jason Pearson
January 2022**



Empower Every Learner

ABOUT

NORTHBROOK
DISTRICT

28

Northbrook District 28

District 28 serves the northeast portion of Northbrook with three K-5 schools, an early childhood education program, and one junior high with grades 6-8 serving about 1,800 students.

The Northbrook community's strong commitment to education is evident in the programs and opportunities available to our students. In 2018, the Board of Education adopted a strategic plan called Navigate 28 with a renewed mission, vision and values statements and long-range strategic goals.

The Board of Education appointed Dr. Jason Pearson in December, 2021 as the next superintendent. He will replace Dr. Larry Hewitt, who retires June 30, 2022 after serving as District 28's superintendent for the past 15 years. Dr. Pearson will collaborate with Dr. Hewitt from January to June for a successful leadership transition.

Dr. Jason Pearson

Dr. Pearson comes to Northbrook from St. Charles Community Unit School District 303 where he spent the last 11 years as a district administrator,

including the past four as Superintendent of Schools. He was selected after a rigorous process and possesses the qualities and experience identified by the staff and community as most desired in the next leader of District 28.



Dr. Pearson brings a passion as a forward-thinking educational leader with over 20 years of service as a teacher, principal, assistant superintendent, and superintendent. In addition to his experience in public schools both in Tennessee and Illinois, Dr. Pearson also has a perspective on international comparative education. In 2007-08, he received a Fulbright Administrator Exchange Grant, administered by the United States Department of State, to partner with a school district administrator in Oulu, Finland. Early in his teaching career, he also spent time teaching on the Indian Ocean Island of Mauritius.

Dr. Pearson holds a Bachelor of Music in Music Education from Belmont University and a Master of Education in Educational Leadership from Trevecca Nazarene University. He earned a Doctor of Education degree in Educational Leadership and Policy from Vanderbilt University.

ENTRY PLAN PURPOSE AND GOALS



Purpose

The purpose of the Superintendent Entry Plan is to effectively transition to a new role as superintendent of schools in support of the board goals and community expectations.

Entry Plan Goals

- ❑ Celebrate and continuously improve a culture of learning that supports both academic and social emotional growth.
- ❑ Recognize how diversity strengthens student and staff belonging and enriches learning opportunities for all.
- ❑ Transparently communicate how financial resources are responsibly allocated and distributed in support of board and community priorities.
- ❑ Invest in quality staff through highly effective and competitive recruitment, training, and retention processes.
- ❑ Build effective networks of communication across the broader community that enhances student learning, builds confidence and trust in the district, and recognizes student and staff accomplishments.



PHASE I: TRANSITION

January - June 2022

Outcomes

- Develop an understanding of District 28's historical context.
- Become familiar with the district's systems, structures, processes, procedures, and culture.
- Initiate introductions and preliminary conversations with stakeholders.
- Establish communication and collaboration systems with the administrative team.
- Clarify expectations for the board and superintendent relationship.
- Establish a collegial network.
- Inform stakeholders of key transition and entry plan activities.
- Create communication strategy for the superintendent in collaboration with the communications director.



Phase I Action Steps

January - March

- 1 Produce video introduction for staff and parents.
- 2 Meet individually with all members of the administrative team and district office support staff.
- 3 Collaborate with district administrators on hiring for 2022-23 school year.
- 4 Meet individually with board members.
- 5 Work with the board to plan for a collective bargaining process.

April - June

- 6 Schedule school board work session with IASB to discuss board and superintendent relationship.
- 7 Review key district documents, contracts, policy manuals and curriculum cycle.
- 8 Review district website and publicly facing communication tools.
- 9 Conduct meet and greet at each of the district schools with faculty and staff.
- 10 Introductory meeting with key civic, community, and business collaborators.
- 11 Meet with district PTO leadership.

PHASE II: BUILDING RELATIONSHIPS AND PERSPECTIVE

July - December 2022

Outcomes

- Understand school schedules and structures.
- Build relationships with district and building staff, students, and families.
- Learn about district curriculum, instructional resources, and practices.
- Learn about student services, early childhood, instructional technology, and buildings and grounds.
- Establish norms for administrative team.
- Clarify expectation for board/superintendent relationship.
- Collect evidence of perceived strengths and opportunities for growth in the district.
- Identify patterns in student learning and performance.
- Strengthen professional collegial superintendent network.



Phase II Action Steps

July - August

- 1 Conduct team building workshop with administrative staff.
- 2 Host back-to-school event for all district staff.
- 3 Host coffee with the superintendent; meet-and-greet activities for parents and community members.

September - December

- 4 Observe/participate in district professional learning.
- 5 Meet with building leadership teams to learn about their school improvement plans.
- 6 Visit every classroom in the district in the first 100 days of school.
- 7 Establish a Superintendent's Student Advisory Council.
- 8 Participate in North Cook ISC and IASA, and Glenbrook feeder districts superintendent meetings.

PHASE III: REFLECTION AND ACTION PLANNING

January - June 2023

Outcomes

- Use a collaborative process with stakeholders to review celebrations and areas of opportunity identified in Phases I & II.
- Use data and observations to inform board and superintendent goals.
- Develop student success indicators and monitoring timeline for academic progress and social/emotional learning.
- Review strategic plan to validate goals and progress. Make suggestions for adjustments or improvements as needed.



Phase III Action Steps

January - June 2023

- 1 Review school improvement process and data with building leadership teams.
- 2 Provide report to school staff through a faculty meeting to recognize accomplishments and share next steps.
- 3 Use data collected to draft changes to district professional learning plan in collaboration with district, building, and teacher leaders.
- 4 Use data and observations to inform the district budgeting process.
- 5 Find opportunities to share district success with civic and community groups.

