

MICAH HILL

Missoula County Public Schools Superintendent Candidate

SUPERINTENDENT TRANSITION PLAN

Purpose: To ensure a smooth transition between the retiring Superintendent and the incoming Superintendent, a 90-day strategic plan will be used to guide the process. This transition plan will be implemented prior to and immediately after taking on the duties of Superintendent and will focus on key stakeholder groups.



OBJECTIVES

- Seamlessly and efficiently carry out the vision and mission of the district.
- Build relationships with key stakeholders.
- Listen and learn district culture, successes and challenges.
- Prioritize tasks for the first 90 days.
- Identify priorities that will define our long term goals and future work.

STAKEHOLDERS

- MCPS Board of Trustees .
- Central Office Cabinet
- Retiring Superintendent
- Building Administrative Teams
- Employee Association Leadership and Staff
- Parents, Students, School Community
- Partner Districts
- Business and Community Leaders and Partners
- University of Montana

COLLABORATIVE FOCUS

COLLABORATION WITH BOARD OF TRUSTEES

- Review the operating principles for how the board and superintendent interact, communicate, and conduct business.
- Develop collaborative and trusting relationships with MCPS Board members.
- Clarify and define goals for the board and superintendent that will guide our work.
- Prioritize tasks to create conditions that ensure long term student and staff success.
- Create implementation steps and action plans to help the district accomplish our goals.

COLLABORATION WITH THE CENTRAL OFFICE CABINET

- Become familiar with each staff member, their work responsibilities and the importance of their role in the general operations of the district.
- Determine the established processes and structures of the central office to understand the connection between the central office and the school sites.
- Determine how superintendent can support the central office team in their leadership roles.
- Develop short and long term goals to support a highly effective central office leadership team.

COLLABORATION WITH THE RETIRING SUPERINTENDENT

- Review the status of the district goals and objectives, including history of strategic plan.
- Review district policies, procedures, operations, annual reports, and staff support programs.
- Become familiar with the yearly calendar of key dates.

COLLABORATION WITH THE BUILDING ADMINISTRATORS

- Establish trusting, working relationships with each administrator.
- Determine key issues facing each building team and how superintendent can support their leadership roles.

COLLABORATION WITH EMPLOYEE ASSOCIATION LEADERSHIP AND STAFF

- Develop relationships with union leadership to foster collaboration and advocacy for our district.
- Understand past and current successes and challenges, discuss opportunities for growth.
- Attend staff meetings, open houses, and other school related functions as time allows.
- Establish a schedule of building visits to create a presence across campuses.

COLLABORATION WITH PARENTS, SCHOOL COMMUNITY AND PARTNER DISTRICTS

- Develop parent and community transition communication and social media presence.
- Meet with the leadership from our partner schools to establish working relationships and communication avenues.

COLLABORATION WITH BUSINESS AND COMMUNITY LEADERS

- Participate in civic and community organizations.
- Develop relationships with local government and community leaders to continue to foster successful partnerships as well as seek additional opportunities for growth.
- Establish positive working relationship with representatives from the University of Montana.