

Superintendent's Entry Plan

Paul D. Peterson

August, 2018



Scappoose School District

We prepare students for the future.

Introduction & Welcome



I am honored to serve as Superintendent of Schools for the Scappoose School District. We serve over 2,000 students in our five schools, plus two charter schools. Our schools are the pride and heartbeat of our community, full of caring professional educators who take extra time to get to know every student and their family. As a result, Scappoose kids are among the finest young people you'll ever have the pleasure to meet, and their success shows in their outstanding academic and co-curricular achievements.

We're proud of our schools here, with high levels of volunteerism and fundraising that reflects the incredible support of our parents, families, local businesses and our broader community. Scappoose is a unique tight-knit community. Many of our staff members live in our community and proudly send their children to Scappoose schools. My own children have been in the district since kindergarten, and both will attend Scappoose High School this year, where my son will be starting his senior year. As a parent, I know that both my kids and yours will have many excellent opportunities beyond high school because of the tremendous education they've received from teachers who repeatedly went the extra mile for them.

Scappoose High School has a 95% graduation rate, which puts us in the top 10 statewide and we are constantly working to improve. We are able to offer low class sizes compared to state averages and we have an ever-increasing number of summer programs to support our learners. Our school board has shown time-honored commitment to high standards, as well as commitment to a well-rounded education program where innovation is encouraged and investments in programs such as STEM, Arts, and Music are supported.

As you can see, I'm very proud of Scappoose School District. We have great schools and distinguished professional educators serving our kids. I am also convinced that continually improving our system takes concerted effort and positive energy directed in a thoughtful manner. So I invite you to participate in your school community, and see how great it feels to engage with us in the work of educating so many bright young people.

They're an amazing bunch, our Scappoose kids. Thank you for the trust you place in us, and I thank you for the opportunity to serve Scappoose School District.

Wishing you a year full of excellence,

Paul D. Peterson, Superintendent

Vision & Core Beliefs

I'd like to share of my vision and core beliefs that drive my leadership. These have influenced my career as a teacher, principal, district leader, and superintendent.

We're Here for the Kids

I believe in the **potential of all youth**. All children can learn, and deserve the best opportunities we can provide them. We're here to give our students a brighter future, so we must focus on preparing them for **their future**, not our past.

Teaching and Learning

Classroom instruction is the most important work in our school system, and teachers need as much support as we can give them to meet the needs of each student with effective instructional practices. Our teachers have the closest relationship with our students. We must acknowledge this fact, build upon it, and provide the necessary support to enhance that relationship. We're all members of the Scappoose Teaching and Learning Team.

Innovation

For students to realize their potential, their application of **technological tools in problem solving and communication** will be paramount to their success. The best ideas for innovation will likely come from other industries, and will be made to work for students by the professional educators working in our classrooms.

Equity

I have been and will continue to be a **leader for equity**, and I will work to advocate for those who are underrepresented, underserved, and otherwise marginalized by centuries of oppression and institutional bias. We have the opportunity to change the trajectory of so many lives, and if we do all we can, every day, we can, in the span of a single generation, **break the cycle of poverty** for students.

Continuous Improvement

Data driven practices lead to reflection and a realization of what is working, what needs to be improved, and what we need to do next. **Learning from both our successes and challenges** is essential to identify and prioritize practices that will produce positive results across our organization.

3 Phases

Phase 1 - Listening and Learning

June
2018



Aug
2018

This phase will consist of meetings with students, teachers, parents, principals, employees, board, and community members, to hear about their thoughts and perspectives on our schools. I will conduct listening sessions to understand what employees need to be effective in their work and what I can do to help them be successful. I hope to learn about the strengths, challenges, and creative ideas for moving our district forward. This is an important phase to listen and learn, as well as to get up to speed on policy, budget, and board directions. I look forward to hearing different perspectives and multiple voices to learn how our district staff and community members perceive the efforts of our schools in order to meet our vision and mission.

Phase 2 – Sharing and Goal Setting

Sept
2018



Oct
2018

During September and October, I will be sharing with staff and stakeholders what I learned during the listening sessions, and begin to develop momentum on some goals for myself and the district. During this period, I will be working hard to communicate effectively through many channels to build rapport and trust with the Board, our association leadership, employees, community, and most importantly, our students and their families. As the school board approves the superintendent's goals, I look forward to sharing progress on those goals, and to continue to be an active listener and builder of community. I intend that one of my goals will be to develop a strategic plan for the district during the late Winter and early Spring.

Phase 3 – Strategic Planning

Nov
2018



Feb
2019

Through late Winter and early Spring, I will lead a collaborative process to build a strategic plan for our district. We will include many voices and perspectives in the process, and when done, we'll have the basis for an effective system of growth and accountability that will guide our work. It's critical that our leaders and our teachers see themselves, and their work, in the strategic plan. The strategic plan will be an important guide for budget development.

Conclusion

We are at a unique point in time for the Scappoose School District. This is a time of great challenge for us as individuals and as a community. It is a time like none other, in which we must dig deep within ourselves to call forth strength, compassion, and empathy. It is a time to look for the good in the world and people around us, and to celebrate all that we share in common. Our community is growing, the workplace of the future is changing, and we must be ready and willing to innovate and retool an education system that puts kids first, preparing them to reach their individual dignity and potential. We will achieve together, and at times we will no doubt have setbacks that cause us to learn and improve, just like we expect our students to do. I look forward to meeting you and working together to create world class learning opportunities for students.

-Paul D. Peterson





Scappoose School District

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