

# “Look, Listen, and Learn” 90 Day Report

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MAY 2, 2017

SUPERINTENDENT

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# Las Cruces Public School Mission

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The Las Cruces Public Schools, in partnership with students, families, and the community, provides a student-centered learning environment that cultivates character, fosters academic excellence, and embraces diversity.



# Themes

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# Initiatives

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- Superintendent's Office
- Chief Officer of Equity, Innovation, and Social Justice
- Academic Division
- Accountability and Research Division
- Communications Division
- Operation and Leadership Division
- Human Resource Division
- Financial Services Division

# Superintendent's Office

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- Reorganization and transformation of the central office- **\$1.3 million reduction**
- Strategic plan for all divisions and schools
- AdvanceED
- Community membership and collaboration
- Staff recognition and morale
- Teacher support, flexibility, and academic freedom
- Central office administration visibility and support of school extracurricular activities
- Monitor, support, and expand district's academic programs

# Chief Officer of Equity, Innovation, and Social Justice

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## **Leadership and Assistance for Superintendent for daily school/district operations.**

- Development of reform strategies to close student achievement gaps and enabling central offices to enhance school-site level improvement efforts through an equity, innovation, and social justice approach.
- Leadership and oversight for:
  - Bilingual, English Learner, and Migrant Education Department
  - Community Outreach
  - Special Student Services Department
- Initiatives
  - Transform and enhance district bilingual and English Learner teaching programs
  - Develop, execute, and monitor International Welcome Centers at four comprehensive high schools
  - Establish ethnic studies center focused on diversity & restorative justice
  - Transform and enhance district wide Gifted student service delivery model
  - Develop district wide bilingual/ESOL teaching program enhancing instruction and accuracy in identifying additional EL and bilingual students

# Academic Division

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- Transform Professional Development Center (PDC) to **Teaching and Learning Center (TLC)**
- Enhance professional development opportunities for staff by refining method of surveying staff to ensure differentiated PD is offered.
- Continued district wide literacy implementation plan with support
- Discontinue University of Virginia “school turn around model” and restore collaborative, shared leadership at school sites with monitoring/guidance support from district and TLC.
- Support school counselors and social workers in creating and implementing a district wide counseling plan for K-12 students for College and Career Readiness
- Transform employee allotment process for schools by utilizing an equitable formula to ensure a consistent, open, equitable, transparent, and verifiable process to all stakeholders and maintain open and transparent records indicating the number of employees and vacancies in each school
- Continue the current federal programs model to ensure sustained support for schools

# Accountability and Research Division

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- Enhance reporting procedures for FTE reporting by distinct categories to ensure accurate Training and Experience (T&E) funding for the district
- Develop district wide assessment calendar where all mandated assessments are easily identified by all stakeholders
- Allow flexibility of assessment implementation for school principals
- Develop a culture and climate survey to be administered to each school by rating effectiveness of schools administrative team and all central office divisions and division leaders
- Continue support of district's technology and support centers

# Communications Division

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- Transform the district's webpage with an identified district webmaster in conjunction with the Accountability and Research Division
- Enhance weekly communication to district employees regarding relevant district information including but not limited to initiatives in academics, arts, and sports programs
- Complete a review of all district policies and procedures in conjunction with legal counsel

# Operations and Leadership Division

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- Initiate development of the March 2018 Bond Referendum needs as identified by students, parents, teachers, staff, principals, and community members
- Transform and reorganize transportation department with continued dialogue with bus drivers and private transportation company
- Provide leadership, support, and oversight of all elementary and middle school principals
- Establish a Leadership Division for elementary and middle school supervision and support
- Continued support to PPD

# Human Resource Division

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- Transform culture of HR division to a service oriented approach that provides accurate, efficient, and transparent support to all employees.
- Redesign the process of hiring employees with focus on allowing principals greater flexibility in hiring candidates once positions are published
- Redesign the processing of new employees for a more streamlined “onboarding process” with multiple administrators offering services and information to employees
- Produce a cost analysis and timeline for redeveloping and compression of the district’s salary schedules
- Sustain a positive, productive, and collaborative relationship with NEA Las Cruces and CSEC Las Cruces for collective bargaining and continued open and transparent dialogue
- Transform teacher certification process by creating a Teacher Certification Support Center for teachers on alternative certification
- Develop Leadership Academy for: 1). teacher leaders; 2) aspiring school leaders; 3) novice principals; 4) central office leaders
- Revise current employee work calendars for a more streamlined process to ensure transparency and accessibility

# Financial Services Division

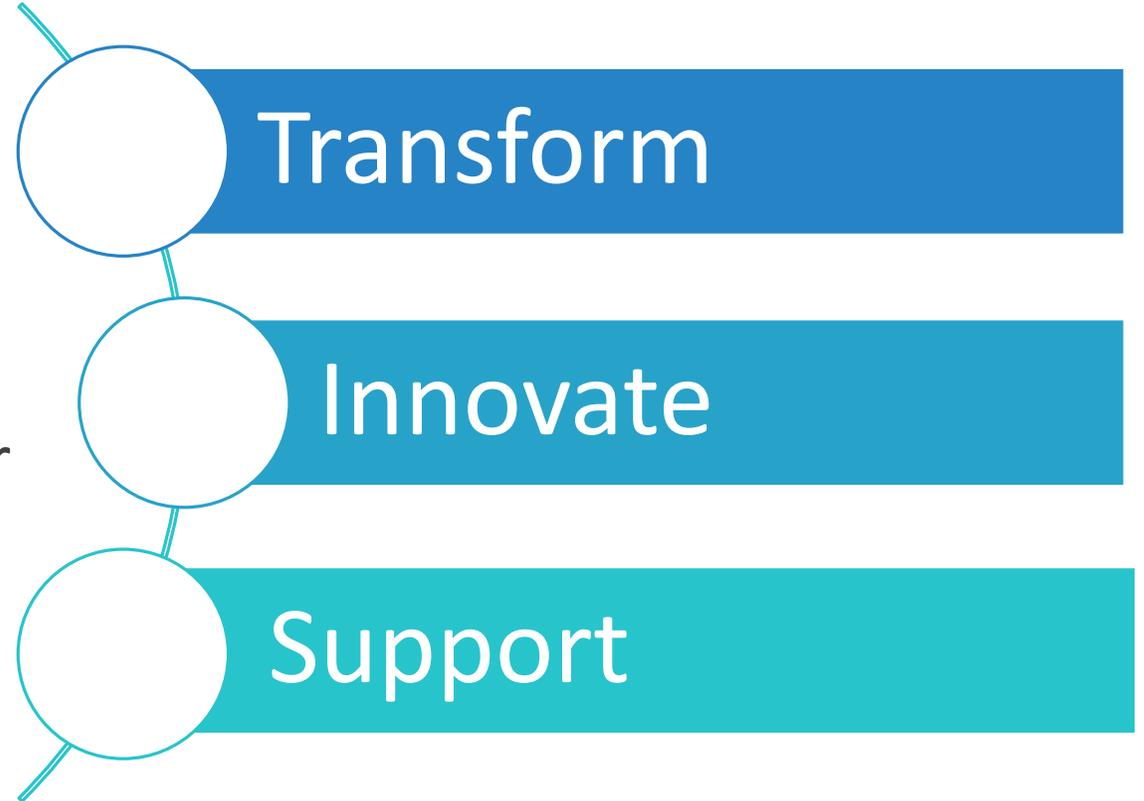
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- Continuously monitor all funding and expenditures and provide transparent, accurate, and timely information to school board and all stakeholders
- Maintain open and transparent records of all district financial procedures, audits, expenditures, revenue, and cash reserves at all times
- Expand employee participation in district 403b and offer 457b additional retirement options to all employees

# Final Thoughts

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As each of these initiatives are implemented, the executive cabinet and I will be working with the district's principals, teachers, and support staff regarding implementation and up-to-date information. I am humbled to serve the Board of Education as your leader and I remain your advocate as we continue a process for improvement and recognition for the work of all district employees.





Thank you LCPS Community