

New Superintendent Reveals Her Opening Strategy

Superintendent Johnson releases an initial entry plan to guide her first 100 days

Superintendent Carol Johnson plans to use the time from August to mid-January to familiarize herself with key stakeholders and examine the barriers and opportunities for academic success in the BPS. On September 26, the Superintendent revealed an initial entry plan that outlines goals for her introductory phase, discusses the process for accomplishing those goals, and presents a timeline for what she plans to achieve in her first year. Key ingredients in the entry plan are significant community involvement and the development of a transition strategy that includes those who are traditionally under-represented.

The Superintendent has identified five goals for her initial months, which include:

- Developing a working partnership with the School Committee and city leaders
- Developing a transition strategy
- Becoming familiar with BPS academics and operations and the issues that act as barriers to success
- Developing a strategic plan to improve academic performance, increase graduation rates, and close the achievement gap

- Improving the flow of information and keeping the community informed of progress

Dr. Johnson will gather information from interviews, feedback sessions, school visits, and a review of documents, reports, and data. Stakeholders to be consulted through interviews and feedback sessions will include leaders from businesses, unions, higher education institutions, community groups, and city and state agencies.

The Superintendent has established a timeline for her first year as follows:

- August to October – Events, meetings, and school visits
- November to December – Develop strategic plan and organizational structure
- January – Receive feedback from School Committee on plan and develop budget implications
- February to March – Communicate with stakeholders
- April to June – Create an implementation plan for the strategic direction