Willingboro Township
Public Schools

Teaching, Learning, and Achieving Excellence!



90 DAYS OF LISTENING, LEARNING & LEADING

Superintendent
Andre D. Spencer, Ed. D.

Superintendent's 90-Day Entry Plan

The Superintendent's 90-Day Entry Plan establishes a thoughtful, purposeful, and strategic approach to learning about Willingboro Township Public Schools, building relationships, assessing opportunities for improvement, and establishing a strong foundation for the district's future. At the center of this work is our commitment to:

Every Scholar. Every School. Every Community. Every Day.

Reach Individual Scholar Excellence - R.I.S.E.

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Our Mission, Core Values & Commitment to R.I.S.E.

Our Mission

The mission of the Willingboro Township Public School District is to create a challenging learning environment that encourages high expectations for all students. The district will implement differentiated, standards-based instruction that allows for individual differences and learning styles. We will promote a safe and supportive environment, where each student's self-esteem is fostered through positive relationships. In collaboration with parents and all stakeholders, the district endeavors to nurture and develop the greatness in every student.



Our Vision

Reach Individual Scholar Excellence - R.I.S.E.

Our Core Values

- Diversity
- Excellence
- Equity
- Innovation
- Inclusion
- Collaboration

Together, these values support Willingboro Township Public Schools' commitment to building upon 'Boro Pride and achieving educational excellence for all scholars.

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Our 90-Day Priorities: Goals 1 & 2

GOAL 1 – Board Governance & Leadership

Goal

To develop a collaborative, trusting and productive relationship with the Willingboro Board of Education.

Objective

1. Establish a cohesive leadership team between the Board of Education and Superintendent that is focused on improving the achievement of all scholars and committed to effective and efficient organizational operations while keeping focus on all scholars.

GOAL 2 – Teaching, Learning & Scholar Achievement

Goal

To ensure an effective, efficient, and orderly transition of leadership, while keeping the focus on "Reach Individual Scholar Excellence" (R.I.S.E.) for every scholar, every school, every community, every day.

Objective

1. Articulate and raise academic achievement expectations for all school leaders, staff, scholars, parents, and communities.

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Our 90-Day Priorities: Goals 3 & 4



GOAL 3 – Organizational Effectiveness & Efficiency

Goal

To ensure organizational effectiveness and efficiency is prevalent throughout the entire school district as we "Reach Individual Scholar Excellence (R.I.S.E.).

Objective

1. Examine organizational structure and evaluate whether to consolidate or streamline functions and/or positions in order to increase and maximize service and support for schools based on available resources.

GOAL 4 – Listening, Learning & Stakeholder Engagement

Goal

To create opportunities to listen broadly and deeply to a multitude of stakeholders, while proactively ensuring that all voices — not just those who traditionally avail themselves to collaborate with the school system — are heard and engaged in an effort to gain a comprehensive understanding of Willingboro and to build excitement and momentum for Willingboro Township Public Schools' Strategic Plan.

Objectives

1. Increase personal knowledge and understanding of Willingboro Public Schools' communities, cultures, traditions, and history.
2. Establish a positive, professional, and collaborative relationship with the employees and leadership to ensure all decisions are made in the best interest of scholars and the improvement of the conditions, including environment, for teaching and learning.
3. Establish positive, professional, and collaborative relationships with the community's faith-based organizations, key leaders of businesses, nonprofits, philanthropic groups, political organizations, and media outlets.
4. Communicate an understanding and ownership of the District's Strategic Plan as an organization dedicated to providing the best possible education for every scholar.

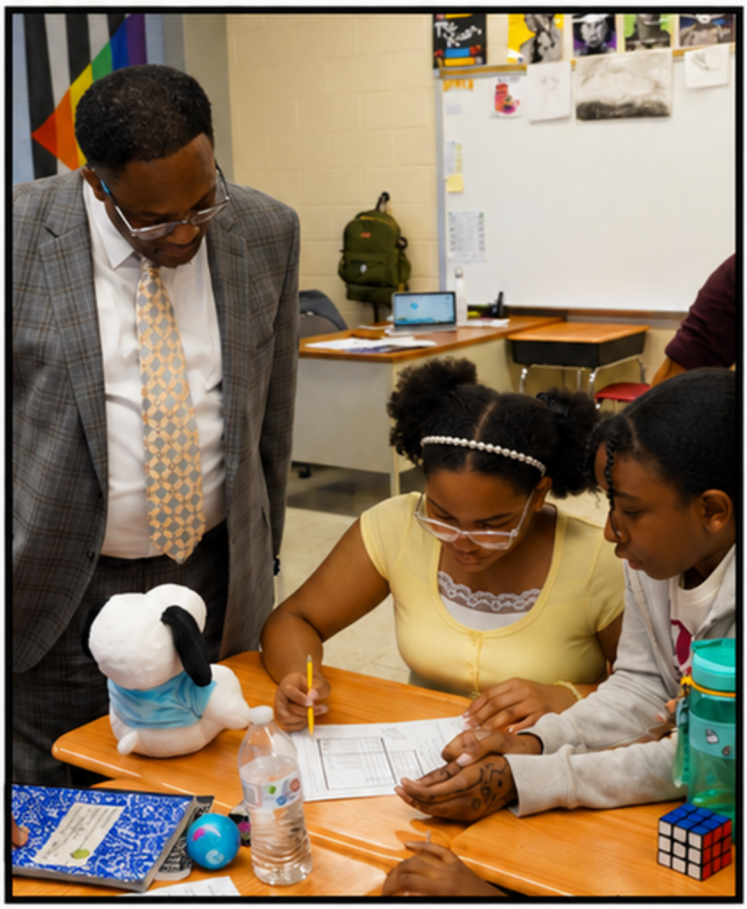
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Superintendent Tours: Listening & Learning Across Willingboro

Seeing Our Schools. Hearing Our Community. Understanding Our Story.



The entry plan includes opportunities to:

Visit schools and classrooms

Observe teaching, learning, scholar engagement, school culture, and the daily experiences of our students and staff.

Listen to scholars

Hear directly from students about relationships, academic rigor, opportunities, challenges, and their experiences within their schools.

Engage teachers, principals, and staff

Learn what is working, understand areas of concern, and identify the support our educators and school leaders need to succeed.

Connect with families

Meet with parent organizations as well as families who may not traditionally participate in school organizations to broaden opportunities for parent voice.

Engage community partners

Build relationships with faith-based organizations, businesses, nonprofits, elected officials, educational leaders, public safety officials, and other community stakeholders.

Attend school and community events

Support scholars and strengthen connections through participation in co-curricular, extracurricular, school, and township activities.

DATES / TIMES / LOCATIONS OF LISTENING AND LEARNING TOURS

Listen. Learn. Connect. Understand.

Each SESSION provides another opportunity to better understand the Willingboro Story and ensure the district's future work is grounded in the experiences and needs of the people we serve.

	Dates	Times	Locations
TOUR 1	Thursday, September 10	6:00 p.m. – 8:00 p.m.	Willingboro High School Auditorium 20 S. John F. Kennedy Way
TOUR 2	Tuesday, September 22	6:00 p.m. – 8:00 p.m.	Memorial Middle School Auditorium 451 Van Sciver Parkway
TOUR 3	Thursday, October 8	6:00 p.m. – 8:00 p.m.	Cotten Intermediate School Auditorium 50 Dr. Martin Luther King Jr. Blvd.
TOUR 4	Tuesday, October 20	6:00 p.m. – 8:00 p.m.	Country Club Administration Building Boardroom 440 Beverly-Rancocas Rd.

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Many Voices. One Willingboro. The Work Continues.

The Superintendent's Transition Team

The transition process is strengthened by the voices, experiences, knowledge, and perspectives of individuals who understand Willingboro Township Public Schools and the community we serve. Through collaboration, conversation, and shared responsibility, the Superintendent's Transition Team provides an additional opportunity to listen, learn, identify district strengths and opportunities, and support the transition from the first 90 days into the work ahead.



Transition Team

TRANSITION TEAM TO BE ANNOUNCED SOON!

Moving From Listening to Action

The information gathered during the entry process will help the Superintendent and Board of Education identify needed revisions to the district's strategic plan, organizational structure, and other areas of improvement while maintaining a continued focus on scholar achievement and organizational effectiveness.

Our North Star Remains the Same:

Reach Individual Scholar Excellence R.I.S.E.

Every Scholar. Every School. Every Community. Every Day.