

**Dallas
Independent
School
District**





Superintendent's Report Re-Entry Plan Results

Presented by

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Interim Superintendent of Schools

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Listening Tour

- All nine members of the Board of Trustees
- More than 70 staff members at various levels throughout the district
- More than 20 community members



Re-Entry Questions

- 1. What is the most important expectation that you have of me as superintendent?**
- 2. If you were in my shoes, what would you focus on first?**
- 3. What do we need to do to make Dallas a premier urban district?**
- 4. Who are the most-respected employees on staff?**
- 5. Who are the key external stakeholders who are critical to our future success?**

Re-Entry Questions

- 6. What three things happened in the last three years that you are most excited about?**
- 7. What three things happened in the last three years that you are most disappointed in?**
- 8. What obstacles or barriers do I need to remove so that you can be successful in your role?**
- 9. What are you willing to commit to do to make this leadership transition a success?**
- 10. What did I not ask you that you feel compelled that you need to share with me?**

Responses Questions 1-3

(expectations of CEO, my shoes, premier district)

1. Morale	35	6. Professional	
2. Board Relations	29	Development	25
3. Pull Everyone		7. Stop the Churn	25
Together	28	8. Support	21
4. Restore Calm	26	9. Teacher Excellence	
5. Communications	25	Initiative	20
		10. Build Trust	18

Responses Question 4 (most-respected staff)

1. Dr. Ann Smisko	33	6. Wanda Paul	10
2. Israel Cordero	15	7. Alan Cohen	8
3. Stephanie Elizalde	15	8. Deno Harris	8
4. Sherry Christian	13	9. Vincent Reyes	6
5. Dr. Cecilia Oakley	12	10. Justin Coppedge	6
		11. Jolee Healey	6

Responses Question 5 (external stakeholders)

1. Todd Williams	23	6. Ellen Wood	6
2. Mayor Rawlings	23	7. Abby Williams	5
3. Rene Martinez	11	8. Hector Flores	5
4. Rosemary Perlmeter	10	9. Bill Betzen	5
5. Dale Petroskey	8	10. Don Williams	5

Responses Question 6 (excited)

1. Teacher Excellence Initiative	42	6. Instructional Focus	10
2. Early Childhood Initiative	17	7. Public School Choice	9
3. Culture of High Expectations	13	8. Strong Cabinet	6
4. Principal Evaluation	12	9. Compensation	6
5. Executive Director Structure	11	10. Career and Tech	5
		11. Autonomy	5


Responses Question 7 (disappointed)

1. Staff Turnover	25	6. Board Relations	15
2. Culture	21	7. Professional Development	15
3. Assistant Superintendent Conflicts	18	8. Communication	11
4. Fear and Intimidation	18	9. Role of Teaching and Learning	8
5. Customer Service	17	10. Questionable Hires	8
		11. Human Capital Management	8

Next Steps

- **Build on the Excitement**
 - **Bond Election - Initiatives**
 - **Implement TEI**

- **Address the Challenges**
 - **Listening Tour**
 - **Convocation to Build Teamwork**
 - **Professional Development Offerings**
 - **Customer Service (Focused, Fast, Flexible, Friendly)**
 - **More to Come!!**



Superintendent's Report Re-Entry Plan Results Q&A

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