



One Community Dedicated to the Success of Every Student

An Entry Plan for Stanwood-Camano School District

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Superintendent

July 1, 2021

Introduction

I want to take this opportunity to thank the board for selecting me to serve as Superintendent in this wonderful school district. Thank you to those of you who have already welcomed me into the Stanwood-Camano community. This is a warm and inviting community and I feel incredibly honored to be serving as your superintendent. I appreciate your support for our students and commitment to ensuring that we provide each one with the best education possible. I look forward to getting to know you in the months ahead and hope that you will attend some of the events outlined in this plan.

You are also welcome to contact me any time at my email address:

drumbaugh@stanwood.wednet.edu

As superintendent, I am committed to working with you to ensure that all students in the Stanwood-Camano School District are provided with high-quality educational opportunities that promote excellence and lifelong learning. To turn our mission into reality, all of us will continue to come together on behalf of our students and ensure that each of them is known as the unique individuals that they are.

Over the course of the next several months, I will become deeply familiar with our school community to better understand:

(1) *Where we have been,*

(2) *Where we are, and*

(3) *Where we want to be.*

I want to build on the good work underway and learn everything I can about the Stanwood-Camano School District.

The transition activities outlined in this plan are designed to help facilitate a smooth changeover by gathering critical information about the needs of the children, staff, the school system and community; maintaining and developing a strong community presence; assessing the district's strengths, challenges and opportunities for improvement, while honoring the past; identifying critical issues; and further developing a network of contacts and resources that will help advance the district's mission.

I do know that this work of transition occurs simultaneously with the responsibility of leading and operating the district through the end of a pandemic and into a season of recovery with high expectations for student success. I know this has been a challenging time for all of us and I will work diligently to ensure we start the 2021-2022 school year safely.

In the coming months, the board has asked me to work with the community to continue to develop our Strategic Plan; one that will guide our work for the next five years. We will be reaching out to staff, parents, students, and the broader community for your input. Together, we will build upon our existing plan to create one that will continue to reflect what we want our schools to be and how we want to educate all of our children.

During my transition, we will build a strong foundation for the future of the Stanwood-Camano School District by focusing on four essentials for success:

1. Teachers who are highly skilled and supported in meeting the needs of all students, with an emphasis on learning loss associated with school closures and distance/hybrid learning models
2. Principals who know and support great instruction through improvement planning, collaboration and progress monitoring
3. Families and community partners with strong connections to our schools and needs of our students

4. Central Office staff who serve and support students, families, staff, and one another
5. School Board who set the direction for the district through board policy, district goals and superintendent evaluation

This entry plan is designed to help me:

- Gather critical information about the needs of our students, staff, and community
- Establish strong relationships with all of our district partners, especially our families
- Assess the district's strengths, challenges, and opportunities for improvement
- Create a community network of contacts and resources that will help our school system improve

This plan does not represent a comprehensive list of all community organizations that are critical to the success of our schools. It is, however, a starting place for me to learn more about the people and organizations in our community so that I can best serve our students, staff, and families.

Phase I: Listening and Learning (July-September 2021)

Before my official start date in July, I will spend time visiting the Stanwood-Camano area. From mid-June through the beginning of school in September, I intend to meet and collaborate with:

- Stanwood-Camano Building Administrators
- Stanwood-Camano Education Association Leadership
- Stanwood-Camano Public School Employees (PSE) Leadership
- Stanwood and Camano Island Chamber of Commerce
- Stanwood-Camano PTA/PTO/Boosters Boards
- Stanwood-Camano Citizens for Schools
- Stanwood-Camano YMCA Board Members
- Island County Commissioner
- Stanwood Police Chief
- Island County Sheriff
- Mayor of Stanwood
- State Legislators

I will also participate in community events over the course of the summer:

- Visit Stanwood and Camano Farmer's Markets (June and July)
- Attend Stanwood-Camano Arts Festival (July)
- Attend Snohomish County Public Safety Commission Meeting (Held Monthly)

Phase II: Collaborating and Planning (September-December 2021)

I believe that our system becomes stronger as we listen to, and incorporate stakeholder voices in both our long-term planning and daily work. In the months ahead I will be meeting and collaborating with students, staff, principals, families, school board members, elected leaders, and our community. Listed below are just some of the upcoming opportunities for all of us to engage in conversations to make sure every student in the Stanwood-Camano School District is on a path to success. There will be other opportunities, and given that dates are subject to change, I encourage you to visit the [District Calendar](#) to receive up-to-date information on times and locations.

Outreach to Teachers, Principals, and Staff

Our employees come to work each day because they care deeply about the success of our students. Getting to know and hearing directly from staff across our system is central to my work as superintendent. I will ensure they have access to me, along with multiple opportunities to share suggestions, concerns, and celebrations. Highlights of my upcoming outreach to teachers, principals, and staff include:

- **Weekly Visits in Schools.** I will be in schools weekly to learn firsthand the progress we are making in our classrooms and discover ways we can more effectively support students, teachers, staff, and principals. While in schools, I will visit classrooms and meet one-on-one with principals and other staff in small groups to gather input and provide feedback.
- **"Brown Bag with the Superintendent/Schools."** I will meet informally over the lunch hour, each month, with teachers and staff at a school to hear their suggestions, concerns, and celebrations.
- **"Brown Bag with the Superintendent/Central Office."** I will invite teams from each of our central office departments to meet with me for monthly brown-bag-lunch conversations, where we can discuss how we can continue to improve our services to schools.

Outreach to Labor Partners

Working collaboratively and effectively with our labor association partners is critical to student and system success. I appreciate the commitments reflected in our collective bargaining agreements with the Stanwood-Camano Education Association (SCEA) and the Stanwood-Camano Public Schools Employee (PSE) Leadership.

All of us are working in public education for one reason: to ensure student success. It is essential, therefore, that we maintain a respectful, trusting, and professional collaboration with our labor association leaders. I pledge to lead that work and model a commitment to the values of trust, openness, collaboration, and accountability that must be the hallmark of our organization. I will do this by:

- Holding monthly meetings with SCEA, PSE, and building administrators to work through contract implementation and address challenges we face, all with a focus on improving outcomes for our students
- Making myself available to attend additional meetings

Outreach to Families and Community Partners

Highlights of my upcoming outreach to parents, students, and the community include:

- **Office Visits.** I will host 15-minute office visits at least one Thursday each month from 2:00-5:00 p.m. The purpose of these is for me to hear directly from you, community members, families, and staff, your concerns, questions, and suggestions for how we can improve our schools. To ensure each individual or small group receives my focused attention, I ask that you schedule time to visit me by contacting Christine Hansen at CHansen@stanwood.wednet.edu or by calling (360) 629-1222.
- **Evening Chats:** The purpose of these informal gatherings is to provide an opportunity for parents, community members, students, staff, or others to provide input, ideas, and their perspective about our schools. These will be scheduled quarterly in various schools across the district with the first one to be held in late September. Please check the [District Calendar](#) for additional details.
- **Faith Leaders:** I will meet with our community's faith leaders to learn about the partnerships we have already established and to explore new ways we can work together to support our children and families.
- **Business Leaders:** I am visiting our local service clubs and reaching out to the Chamber of Commerce and other business leaders to get their perspective and garner their support for our schools.
- **Government Leaders:** Periodically, I will meet with the city managers of Stanwood. School Board members and I will meet with each of our state lawmakers this fall before the legislative session convenes in January.

Phase III: Development of Strategic Plan (October 2021 - April 2022)

This fall we will begin the process of developing a five-year strategic plan. A critical component of the strategic plan development will be an extensive community engagement process to involve parents, students, and community residents in defining what our school system should do and be for our community's children. Our goal is to engage stakeholders in innovative ways, including partnerships with community-based organizations, social media, and other non-traditional methods.

This plan will define the goals and strategies necessary to operationalize our mission of graduating every student prepared for college, career and citizenship amidst a recovery period from a pandemic. I envision bold and ambitious goals for our school system, such as aspiring to have 95 percent of the kindergartners who enter our schools next fall performing above grade level in reading, math and science by the end of third grade. I envision our strategic plan ensuring students have access and skills to utilize cutting-edge technology while learning and growing in schools that prioritize social and emotional health.

Please be watching for further information about this work at the end of September.

Here's to an incredible 2021-22 school year!