



SUPERINTENDENT'S ENTRY PLAN

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INTRODUCTION

I am honored to be the new superintendent of the South St. Paul Public Schools and I'm excited to partner with our amazing students, staff, families and community to drive SSPPS forward. During my first few days, it has been very clear to me the strong commitment our entire community has for our district's mission of *igniting a passion in every learner to inquire, continuously improve, and engage in positively changing our world.*

As your new superintendent, I am grateful for the trust the School Board has placed in me to not only take over for Dr. Webb, but to allow for such a quick transition. The entire Board of Education has been incredibly supportive throughout this process and Dr. Webb and I have a shared commitment to ensuring a smooth transition.

As I write this entry plan, I realize we are in a unique situation with my entry happening mid-stream in the school year and I'm grateful for the opportunities this timing brings. I am able to get into buildings that are filled with our amazing students and staff and begin building relationships while observing the great things going on in our schools.

What you will see outlined in my plan is to balance the needs of building new relationships with stakeholders while also tending to the business of our district. What I can promise you is a commitment to embedding myself in our community to ensure we have a strong end to the 2021-2022 school year and are prepared for an amazing year in 2022-2023. I look forward to meeting many of you soon. Go Packers!



Sincerely,

Brian Zambreno

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MY FAMILY AND BACKGROUND

I currently live in St. Paul with my wife, Karina, who is a 6th grade science teacher. We will be celebrating our 25th anniversary this summer, a milestone we are excited to mark. She is also an amazing mother to our three wonderful children. Our eldest, Isabella, is a sophomore at Central High School in St. Paul. Our two middle schoolers, Serafina (8th grade) and Leonardo (6th grade), both attend Capitol Hill Middle School where Karina teaches. We love spending time traveling together as a family, going on family bike rides, and splashing in the lake when the weather is warm.

As Superintendent, I place a high value on education. I have degrees from the University of Minnesota, Hamline University, the University of St. Thomas, and St. Mary's University of Minnesota. My goal is to support all students toward post-secondary education of all types. We know each learner is unique, so we will prioritize supporting our students to be well-prepared for whatever direction they choose to take their education after graduating from SSPPS.

I started my career in Minneapolis Public Schools as a high school Special Education Resource Teacher. In that role, I supported students receiving services for several different disability designations. I was also a high school English as a Second Language teacher in Minneapolis and St. Paul Public Schools. In both districts I worked with new-to-country students from all across the globe, many of whom were refugees. In all of my teaching assignments I feel I learned as much from my students as I was ever able to teach them.

As an administrator, I was an assistant principal at the elementary and middle levels in St. Paul Public Schools and spent 8 years as principal of Richfield Middle School. Most recently I was an associate superintendent for Minneapolis Public Schools. In this role I had the privilege of supporting over 30 different schools with students from pre-kindergarten through graduation.



LEADERSHIP QUALITIES

Before laying out the details of my entry plan, I feel it's important to share the leadership qualities that will underpin my work. These have been shaped by my 22 years in public education serving in roles from classroom teacher, to building leader, and district leader. At my core, I am a believer in people, meaning that I see a limitless capability in our students, and I believe the adults in our district are capable of constant growth and improvement. This growth mindset will center our work as a learning organization.

VISION

Ability to establish a strong vision driven by high achievement for all learners and then unite people around that vision.

RELATIONSHIPS

Strong interpersonal communication skills and ability to relate well with diverse stakeholders, build trusting relationships, and develop collective commitments to a shared mission and vision.

EMPOWERMENT

Ability to build strong teams and empower others, including staff, students, families, and community members.

SYSTEMS MANAGEMENT

Effective fiscal management, human resources management, and collaborative leadership of large system processes and initiatives such as strategic planning and referenda.

KNOWLEDGE

Knowledge to be an effective leader with a broad perspective based on experiences as a teacher, building leader, and district leader in diverse settings at all levels from pre-kindergarten through high school.

PASSION

Driven by a passion for excellence with a tireless commitment to the achievement of excellent outcomes for all learners.

ACTION ITEMS

My entry plan takes an approach of **listen, learn, lead**. This approach will allow me to develop critical knowledge around the history of our district and community while also developing relationships with diverse stakeholders. The information I will gather will be essential for informing strategic decision making and will allow me to position us for collective success.

1

Work with Board of Education to establish lines of communication and clearly defined responsibilities built on mutual trust and respect.

2

Learn from stakeholders about the history of South St. Paul Public Schools and the identified strengths, challenges, and areas of improvement related to meeting the needs of all learners.

3

Gain an understanding of our district's systems, structures, and key initiatives.

4

Prepare for year-end activities including budget, staffing, and closeout activities at each of our sites.

5

Work with the Board of Education to establish goals for the 2022-2023 school year that will keep driving SSPPS forward.



PHASES

PHASE 1 LISTEN AND LEARN

**MARCH
2022**

This phase will consist of engaging stakeholders within the district as well as members of the community to establish relationships and build my knowledge of the inner workings of our district and community.

It will begin by working with the Board of Education to establish our working relationship and to develop clear communication protocols. We will partner with TeamWorks International to support these efforts.

I will also meet with stakeholders to discuss perceptions of strengths, challenges, and areas of improvement for the district. It is essential that I have time to listen and learn from students, teachers, principals, staff, families, and community members. Listening to a diverse representation of stakeholders will allow me to build relationships while also building my understanding of priority focus areas for future goal setting.

**APRIL
2022**

The last major component of this phase will focus on building my understanding of our district's systems, structures and key initiatives.

ENGAGING STAKEHOLDERS

- School Board Members
- Staff
- Students
- Families
- Union Leadership
- Community
- Community Partners
- Elected Officials

KEY QUESTIONS

1. What do you see as key strengths of SSPPS?
2. What are the challenges the district is facing?
3. What are your hopes and dreams for our district and community?
4. What would you like me to know about our SSP community?
5. What else should I know about our district and our community?



PHASE 2

ANALYZE AND PLAN

APRIL
2022

During the months of April, May, and June I will continue to meet with stakeholders while also finalizing our 2022-2023 budget, making important staffing decisions, and planning for end-of-year activities like our recognition banquets and commencement.

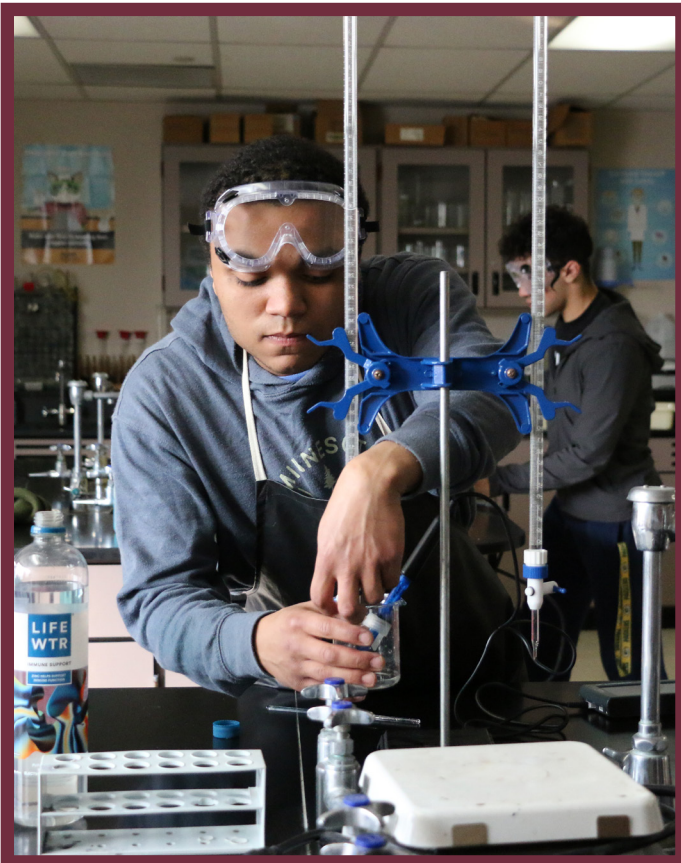
I will also analyze important data points to understand how the district is performing. This will include data related to students' academic performance as well as looking at enrollment trends within the district.

JUNE
2022

Finally, I plan to work with the Board of Education to engage in planning for the 2022-2023 school year, including establishing goals that will guide our collective work.

SUMMARIZE

The information gathered during my first 90 days will be presented to the Board of Education to provide them with an overview of my progress in making connections within our community and to provide a summary of my observations around our district's strengths and areas for continued growth.



CONCLUSION

We are at a unique point in time for the South St. Paul Public Schools District and for our broader community. We are transitioning leadership within the district and looking at what we all hope may finally be the end of the COVID-19 pandemic. Our staff and students have navigated yet another unique school year and have shown their resilience in the face of uncertainty, something we should all be proud of.

As we look to future, it is my plan to collaborate with internal and external stakeholders to ensure for the effective and efficient operation of our district and to provide all students with a world class education. I look forward to meeting with staff, students, families, and community members in the near future to hear everyone's hope and dreams for our district and to begin our collective work toward our mission of *igniting a passion in every learner to inquire, continuously improve, and engage in positively changing our world.*

-Brian Zambreno