

Interim Superintendent  
Tianay Amat

# 30-60-90 Plan

June 28, 2021



THE  
FUTURE  
IS BRIGHT



PREPARING STUDENTS  
**FOR LIFE**

# Bringing Joy Back to Our Classrooms

joy

*noun* a feeling of great pleasure and happiness.

synonyms: delight, great pleasure,

jubilant, glee, exhilaration, bliss, cloud nine, thrill



“Excellence in academics plus best-in-class social emotional supports and resources for our students, families and community is our priority and focus. Just as important to me is to ensure that we are returning joy to our classrooms and our workplace.”





# Strategy Refresh



**CPS Strategy Year 3 Refresh: Hope is Here**

The last year required a new level of creativity and agility as Cincinnati Public Schools (CPS) partnered with families, students, teachers, staff and the community to reinvent education in Cincinnati. As we incorporate our learnings into the third year of our strategic plan and beyond, we are laying the foundation for hope. We know that our students' future is bright! Join us in imagining a destination called CPS that includes:

**Student-Centered Decision Making**

**We put students first.**

- ★ Students are able to learn anytime, anywhere, including outside and in the evenings.
- ★ Students have new course offerings and experiences, including career pathways at each high school, African American literature and history, additional AP courses and life skills in earlier grades.
- ★ A Speak Up and Speak Out collaborative is at every high school.
- ★ Diversity and inclusiveness are part of our DNA.

**Health and Safety**

**We focus on personal well-being.**

- ★ We elevate student social, emotional, health and physical well-being to support learning.
- ★ Our high school schedules are healthier for teenagers.

**Community Engagement and Influence**

**We are empowered by our communities.**

- ★ Our communities feel heard and valued.
- ★ We measure success from the perspective of families.
- ★ English Language learners and families are fully integrated districtwide and at school.
- ★ We expand the resources available to families.
- ★ Our families, students and staff are our best ambassadors.

**Growth**

**We are our communities' first choice for education.**

- ★ We retain students from preschool through graduation.
- ★ Our environments are conducive to innovation and learning as we grow.

**Optimized Capabilities**

**We get better.**

- ★ CPS is a destination for top talent.
- ★ The science of improvement is how we work.
- ★ We have a model that allows for learning anytime, anywhere.
- ★ Our budget process prioritizes CPS' core work.
- ★ School staff spends more time with students, teachers and families & less time on operational functions.



**PREPARING STUDENTS FOR LIFE**



# CPS Commitment to Equity and Anti-Racism

## Equity:

- Cincinnati Public Schools students, staff and stakeholders bring their personal backgrounds into our schools and the District is richer for it
  - Each students has a barrier free learning environment

## Anti-Racism

- CPS rejects all forms of racism and are committed to delivering the following principles:
  - Establish school community that shares responsibility to eliminate outcomes that perpetuate racism
  - Embrace racial diversity within the District
  - Acknowledge that racism is compounded by other forms of discrimination



# The First 30-60-90 Days

## Purpose

The purpose of this plan is to establish a system for a transparent and smooth transition as the Interim Superintendent of Cincinnati Public Schools. Listening, learning and leading are the foundations of this plan. During the next 30-60-90 days, I will make a way forward through three key areas:

1. Foster a districtwide climate that focuses on student achievement for all students.
2. Cultivate public trust and staff relationships through collaboration and clear communication.
3. Continue to foster an effective district governance model and positive Board/Interim Superintendent relations.





# Cincinnati Public Schools - A Way Forward

## Educate All Students

*“Education is the most powerful weapon which you can use to change the world”*

– Nelson Mandela



**FIRST 30**  
**JUNE**

- ✓ Assess social and emotional plans for students.
- ✓ Assess recruitment plan for student enrollment.
- ✓ Classroom walkthroughs of Summer Scholars classrooms.
- ✓ Finalize student learning model plan and communicate to staff and families: in-person, CDA and remote.
- ✓ Review staffing for the fall.
- ✓ Career Tech, College and Employment will be aligned with secondary leadership.



**FIRST 60**  
**JULY**

- Create an ongoing school walkthrough calendar.
- Create awareness of platforms for principal and teach voice (ex: principal leads, curriculum councils, department meetings)
- Assess professional development plan for coaching principals, directors, teachers and support staff.
- Meet with the Diversity and Inclusion Manager (First day: July 1). Discuss audit and next steps.



**FIRST 90**  
**AUGUST**

- Review of academic data and adjust improvement plans that put a spotlight on student achievement and eliminate disparities among student populations.
- Implement 2-week cohort cycle assessments to monitor student academic progress.
- Assess district resources for students and families and develop a plan for parent engagement.
- Foster key celebrations and rituals at district and building level to honor staff, partners and students.
- PLT school walk-throughs
- Establish a central office volunteer program to support Every Child Reads and 9<sup>th</sup>-grade mentorship.



**THE FUTURE IS BRIGHT**

# Cincinnati Public Schools - A Way Forward

## Collaborate and Communicate

*“Seek first to understand, then to be understood”*

– Stephen Covey

 **FIRST 30**  
**JUNE**

- ✓ Schedule a meeting for transition with the outgoing Superintendent.
- ✓ Participate in already scheduled meetings with stakeholder groups with the outgoing Superintendent.
- ✓ Schedule meeting with Health Department Director, Chief of Police and Fire Chief.
- ✓ Assess the quality, quantity and effectiveness of all existing forms of communication with stakeholders: Board, parents, staff, partners, universities, business leaders, faith-based leaders, and student leaders.

 **FIRST 60**  
**JULY**

- Develop a Districtwide Community Coalition to meet once a semester for information dissemination, feedback and community engagement.
- ✓ Schedule meetings with school-building leadership.
- ✓ Schedule meetings with all unions.

 **FIRST 90**  
**AUGUST**

- PLT Community Blitz to increase awareness of CPS Strategy Refresh.
- Establish a calendar with key school and community events.
- ✓ Sit on Nonprofit Boards: Jr. Achievement, Art Museum, Families and Children First and CYC.
- Participate in August parent Facebook Live event.
- Participate in quarterly Local School Decision Making Committee event.
- Host employee and community Back-to-School events.



# Cincinnati Public Schools - A Way Forward

## Collaborate and Communicate (continued)

*“Seek first to understand, then to be understood”*

– Stephen Covey



**FIRST 30**  
**JUNE**

- ✓ Schedule on going meeting with the Treasurer.
- ✓ Meet with individual PLT members.
- ✓ Join the Ohio 8 Superintendent Network. First meeting on 6/17 & 18.
- ✓ Join the Hamilton County Superintendent Network. First meeting on 6/4.
- ✓ Attend CPS Block Party Series. First one held on 6/19 at Woodward HS.
- ✓ Update CPS website with staff directory (phone and email) and leadership photos and information.
- ✓ Align of customer care with community and parents engagement reporting to Assistant Superintendent.



**FIRST 60**  
**JULY**

- Based on research, develop a comprehensive communication plan utilizing multiple venues to engage stakeholders (digital, social media, website, email, newsletter, mail and School Messenger).
- Issue Request For Proposal for website redesign.
- Mail inaugural quarterly district newsletter to parents and staff; will include back-to-school information, parent tips, stories, calendar, and contact us information.



**FIRST 90**  
**AUGUST**



**THE FUTURE IS BRIGHT**



# Cincinnati Public Schools - A Way Forward

## Board and Interim Superintendent Relations

*“The future depends on what you do today”*

*-Mahatma Gandhi*

 **FIRST 30**  
**JUNE**

- ✓ Share entry plan for feedback, suggestions and approval.
- ✓ Establish ongoing meeting times with the Board Chair.
- ✓ Schedule individual meeting times with each Board Member.
- ✓ Establish a timely, consistent communication system with the Board.
- ✓ Share Interim Superintendent organizational structure for approval.
- ✓ Update Board on negotiations for feedback and guidance.

 **FIRST 60**  
**JULY**

- ✓ Present at first Committee of the Whole meeting.
- ✓ Participate in Board Committee Meetings: Health and Safety and Finance.
- ✓ PLT members assigned to all Board Committees
- Review Board policies for alignment with district mission and priorities.
- Keep current on Ohio State Board Association support of professional development for Board and Interim Superintendent.

 **FIRST 90**  
**AUGUST**

- Board and Interim Superintendent participate in opening school year events: State of the District – community and staff and Teacher Induction/Staff New Hire On-Boarding.



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# The First 30-60-90 Days

## Summary

In summary, this plan will guide my work as the Interim Superintendent the first 30-60-90 days. The priority is to build and sustain relationships with all shareholders and to collaboratively construct effective systems to support teaching and learning. The plan is a working document to ensure success and accountability and will be modified to meet the district's priorities.





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**Student-Centered  
Decision Making**



**Health and  
Safety**



**Community  
Engagement  
and Influence**



**Optimized  
Capabilities**



**Growth**



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