Interim Superintendent
Tianay Amat

30-60-90 Plan

June 28, 2021
Bringing Joy Back to Our Classrooms

joy

noun a feeling of great pleasure and happiness.
synonyms: delight, great pleasure, jubilation, 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

We put students first:
- Students are our main focus: everywhere, every time, every decision in the learning expedition.
- Students lead initiatives and are engaged in decision-making.
- Students are at the center of all decisions.
- Students are empowered at every level.
- Student leadership is a key part of our DNA.

Health and Safety
- We focus on personal well-being:
  - We value student health and safety in all aspects of learning.
  - Our high school students are supported to stay safe.
  - Our high school staff are trained in safety practices.

Community Engagement and Influence
- We are surrounded by our communities:
  - Our communities have a voice in our school.
  - We measure success from the perspectives of families.
  - English language learners and families are at the center of our decisions.
  - We support our schools available to families.

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.
  - Our budget processes prioritize CPS’ core work.
  - School staff engage more time with students, teachers, and families.

THE FUTURE IS BRIGHT
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 student 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

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** ✓ 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.**

** ✓ 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.**

** ✓ 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 9th-grade mentorship.**
Collaborate and Communicate

“Seek first to understand, then to be understood”
– Stephen Covey

Cincinnati Public Schools - A Way Forward

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<td>✓ Schedule a meeting for transition with the outgoing Superintendent.</td>
<td>✓ Develop a Districtwide Community Coalition to meet once a semester for information dissemination, feedback and community engagement.</td>
<td>✓ PLT Community Blitz to increase awareness of CPS Strategy Refresh.</td>
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<td>✓ Participate in already scheduled meetings with stakeholder groups with the outgoing Superintendent.</td>
<td>✓ Schedule meetings with school-building leadership.</td>
<td>✓ Establish a calendar with key school and community events.</td>
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<td>✓ Schedule meeting with Health Department Director, Chief of Police and Fire Chief.</td>
<td>✓ Schedule meetings with all unions.</td>
<td>✓ Sit on Nonprofit Boards: Jr. Achievement, Art Museum, Families and Children First and CYC.</td>
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<td>✓ 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.</td>
<td>• Participate in August parent Facebook Live event.</td>
<td>• Participate in quarterly Local School Decision Making Committee event.</td>
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<td>•Host employee and community Back-to-School events.</td>
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**Collaborate and Communicate (continued)**

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– Stephen Covey

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<td>✓ Schedule on going meeting with the Treasurer.</td>
<td>✓ Based on research, develop a comprehensive communication plan utilizing multiple venues to engage stakeholders (digital, social media, website, email, newsletter, mail and School Messenger).</td>
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<td>✓ Meet with individual PLT members.</td>
<td>✓ Issue Request For Proposal for website redesign.</td>
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<td>✓ Join the Ohio 8 Superintendent Network. First meeting on 6/17 &amp; 18.</td>
<td>✓ Mail inaugural quarterly district newsletter to parents and staff; will include back-to-school information, parent tips, stories, calendar, and contact us information.</td>
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<td>✓ Join the Hamilton County Superintendent Network. First meeting on 6/4.</td>
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<td>✓ Attend CPS Block Party Series. First one held on 6/19 at Woodward HS.</td>
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<td>✓ Update CPS website with staff directory (phone and email) and leadership photos and information.</td>
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<td>✓ Align of customer care with community and parents engagement reporting to Assistant Superintendent.</td>
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## Cincinnati Public Schools - A Way Forward

### Board and Interim Superintendent Relations

"The future depends on what you do today"

- Mahatma Gandhi

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<td>✓ Share entry plan for feedback, suggestions and approval.</td>
<td>✓ Present at first Committee of the Whole meeting.</td>
<td>• 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.</td>
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<td>✓ Establish ongoing meeting times with the Board Chair.</td>
<td>✓ Participate in Board Committee Meetings: Health and Safety and Finance.</td>
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<td>✓ Schedule individual meeting times with each Board Member.</td>
<td>✓ PLT members assigned to all Board Committees • Review Board policies for alignment with district mission and priorities.</td>
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<td>✓ Establish a timely, consistent communication system with the Board.</td>
<td>• Keep current on Ohio State Board Association support of professional development for Board and Interim Superintendent.</td>
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<td>✓ Share Interim Superintendent organizational structure for approval.</td>
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<td>✓ Update Board on negotiations for feedback and guidance.</td>
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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.
THE FUTURE IS BRIGHT

Student-Centered Decision Making  Health and Safety  Community Engagement and Influence  Optimized Capabilities  Growth

CINCINNATI PUBLIC SCHOOLS  PREPARING STUDENTS FOR LIFE