



Superintendent's Transition Plan

Roger J. Rindo, Ed.D.

It is an incredible honor to be chosen to lead the Oconomowoc Area School District. OASD is regarded around the state as a high achieving district with progressive instructional practices and excellent faculty and staff. Throughout the search process, I found Oconomowoc to be a supportive community that values its schools. Without question, this is a community that has high expectations for academic growth and instructional improvement. It is a community that is proud of its schools and its children, and has a strong desire to move to even higher levels. I am happy to become a part of that.



As our educational landscape continues to change, I believe the institution that we have traditionally called *school* must continue to move beyond bricks, mortar and time, and become more widely recognized as a means of organizing and providing access to individualized learning. Frankly, we must continue to deliver a transformed educational system that is responsive to the needs of today's learners in order to prepare them for life and work in the 21st century. To do so, we may need to challenge some of what we have come to accept and believe about our educational systems. We may need to challenge the underlying assumptions of the status quo, and we must continue to recognize and address common barriers to innovation and growth.

I am excited to begin my work in the Oconomowoc Area School District and to develop healthy, lasting relationships inside the district and throughout the community. Together, I look forward to continuing to build the quality of our schools for a growing future!

All the Best,

Roger Rindo



Transition Plan Goals

In order to better familiarize myself with both the OASD and the community, and to ensure broad input with regard to the short-term and long-term directions in the district, I have designed a semi-structured plan to inform my work during my first six months in the OASD. The plan is divided into two distinct time periods, between which the actions and activities in each will very likely overlap. My goals for this transition period include the following:

- Building positive relationships while gaining both a personal and professional familiarity with the OASD and the community.
- Developing a solid understanding of the district's points of pride, its challenges, and the topics of crucial conversations the district needs to have about our next five years.
- Building trust and establishing credibility with school and community members to address the district's short-term needs and long-term directions.
- Using the information gathered during this inclusive process to develop district goals for the 2013-14 school year and a framework for development of a long-range strategic plan in the near future.

July – September, 2013: Building Relationships, Listening, and Learning

Orientation to the District and community: Meetings with stakeholders both within the district and the community to gain insights, and identify sources of pride as well as challenges and opportunities.

- School Board Members
- Administration, Faculty and Staff
- Parents
- Students
- City Officials, State Representatives, Federal Representatives
- Chamber of Commerce

- Police, Fire, and Safety
- Business and Industry Leaders
- Local Media
- Community Service Clubs and Organizations
- Area Higher Education Partners
- Private and Parochial School Leaders
- Leaders in the Faith Community
- General Community
- Orientation to current programs, practices, and initiatives in the OASD.
- Assessment of student performance over time.



October – December: Framing the Issues, Planning, and Building Capacity

- Board work session to summarize findings from listening sessions and stakeholder meetings; use that data to develop District goals and related priority actions for 2013-14
- Fiscal and facilities review and projections for 2013-2017
- Assessment of talent at all levels
- Plan for capacity-building: Continue to build a culture that supports broad innovation and allows for robust conversations not just about what we do and how we do it, but *why*.
- Plan for necessary short-term actions and directions linked to the 2013-14 District goals
- Develop and implement a community relations and communication strategy that reflects the district goals, action steps, and our short-term operational issues
- Build a framework for an inclusive, long-range planning process for the OASD