

Shawsheen Valley Regional Vocational Technical School District

ENTRY PLAN



Tony McIntosh
Superintendent-Director

INTRODUCTION

During the Superintendent-Director selection process it was very clear to me that the Shawsheen Valley Regional Vocational Technical School District Committee was committed to finding a passionate and driven technical educator for their next school leader. The interview process allowed me to learn about the many proud traditions and accomplishments of the school, the staff, the students, and the sending communities. It is clear to me that Shawsheen Valley Technical School is well respected in the sending communities, and works hard to support local businesses and industry. As the new Superintendent-Director, I plan to be visible in both the school community and the sending communities. This entry plan has been developed to guide my journey as I work to learn about the school and the sending communities.

Shawsheen Valley Technical School is a regional vocational technical high school located in the community of Billerica, Massachusetts. Shawsheen Valley Technical School serves the sending communities of: Billerica, Bedford, Burlington, Tewksbury, and Wilmington. The school has a current enrollment of approximately 1,300 students, and offers over twenty technical programs. Shawsheen Valley Technical School also works to support the training and workforce development needs of our surrounding communities. I am dedicated to learning more about the school and the sending communities as I work to complete all of the phases of my entry plan.

ENTRY PLAN TIMELINE

Pre-Entry / Preparation: July 2022 through September 2022

Entry: October 2022 through February 2023

Report of Entry Findings: March 2023

Development of District Improvement Plan: April 2023 through June 2023

PURPOSE

My entry plan has been developed to act as an outline that will help to guide me in a purposeful and comprehensive review of the background information that I need to collect in order to inform and guide my development of a District Improvement Plan.

I have been a teacher and an administrator in three other vocational technical schools before joining the Shawsheen Valley Technical School family, and this experience has provided me with a variety of viewpoints that I bring to my current role. I believe that as I transition into the role of Superintendent-Director a systematic, comprehensive, and in-depth review of district data and informational meetings with key stakeholders will provide me with the information that I need to help plan the future success of the district.

My specific goals for this entry plan are:

- To gain a deeper understanding of the Shawsheen Valley Technical School and its member communities.
- To provide opportunities for members of the school community to get to know me, and how I plan to approach the work of leading the district. This includes beginning to understand my values, beliefs, and leadership style.
- To build collaborative relationships with key stakeholders from within the school, and from the sending communities, through open and honest communication.
- To make recommendations that will support the continued high performance of our students, school, and will help to position the district for many more years of continued success.

Pre-Entry / Preparation

During the summer of 2022 I have been working diligently to meet with as many members of the Shawsheen Valley Technical School community as I can. I have already held group meetings with all the year-round employees of the district, and have started to meet with the representative members of the District Committee from each of the sending communities.

In addition to meeting with these groups I have started a comprehensive review of information relating to district policies, operating procedures, funding mechanisms, and employee contracts.



Entry

During the Entry phase of my plan, I will continue to gather information about Shawsheen Valley Technical School and the communities that it serves. I will continue to meet with groups of stakeholders as the teaching year staff begin to return to the building. In addition to meeting with staff members I will also be attending school sponsored events to meet and interact with the members of our sending communities. I will be working with student activity advisors and coaches to meet and interact with a wide cross section of students. I will be making regular visits to the shop areas and classrooms to observe teachers and students in action during this phase of my entry plan. I will be working with members of the Administrative Team to review program curriculum, class sizes, and scheduling. I have connected with the President of the Shawsheen Teachers Association (STA) and we will be having regularly scheduled meetings as I move forward with my entry plan. In addition, I plan to meet with the following groups as part of this phase of my plan:

- Local business groups (Rotary, Chamber of Commerce, etc.).
- Members of the Program Advisory Committees for each technical program.
- Cooperative education employers.
- Leaders of parent, booster, and alumni groups.
- Student leaders from Student Council, SkillsUSA, National Honor Society, BPA, etc.
- Members of the local Workforce Development Board.
- Town managers and administrators from the sending communities.
- The superintendents of the sending communities.

Report of Entry Findings

I intend to complete my review of district data, and the collection of information from interviews and meetings by March of 2023. At that time, I will present my finding to the Administrative Team, the staff, and the members of the Shawsheen Valley Regional Vocational Technical School District Committee.

The information collected will form the basis for the development and sharing of a multi-year District Improvement Plan that will be developed during the spring of 2023. This plan will help guide and direct all aspects of the school moving forward.



Guiding Questions

As I meet with a variety of community stakeholders, I will be guided by my interest in answering the following questions:

- What do you value about Shawsheen Valley Technical School?
- What does Shawsheen Valley Technical School do well regarding supporting you and your individual needs?
- What does Shawsheen Valley Technical School need to do better regarding supporting you and your individual needs?
- What do you expect from me in this role?
- Can you share some specific examples of what you feel I should be advocating for as I work with our sending communities?
- Is there any specific information that I need to know to be successful in this role?
- Is there anything that you wish I had asked, or anything that you want to ask?