

100 DAYS FOR A **STRONG START**



Dr. Cade Brumley
Louisiana State Superintendent of Education

100 Day Entry Plan

LOUISIANA DEPARTMENT OF EDUCATION'S GUIDING ESSA PRINCIPLES

Vision: All students can achieve high expectations regardless of their background, family income or zip code.

Mission: Ensure every Louisiana student is on track to a college degree or a professional career.

Critical Goals:

1. Students enter kindergarten ready
2. Students will achieve mastery level on 3rd grade assessments and enter 4th grade prepared for grade-level content
3. Students will achieve mastery level on 8th grade assessments and enter 9th grade prepared for grade-level content
4. Students will graduate on time
5. Graduates will graduate with a college and/or career credential
6. Graduate eligible for a TOPS award

INTRODUCTION

My Fellow Louisianans,

Students need and deserve a great education, no matter what. The pandemic we're facing will not derail our efforts to increase opportunity and improve outcomes for every child. In fact, innovation should be a catalyst for positive change. We don't know exactly what next school year will look like, but we know it will be different.

That's especially true because of local context.

Educators need guidance for a Strong Start next year. This is a time when clarity is of the utmost importance. This is also a time when the unknowns are many. As we engage in this new frontier, we must prioritize collaboration and craft solutions to support the success of our students.

At the Louisiana Department of Education, we strive for excellence - it must be our expectation. There is no time for indecisiveness or ineffectiveness. We will be guided by the Department's critical goals that span from early childhood education through workforce development or college preparedness.

I am a relationship builder. I feel that one of my strengths is cultivating relationships with people from differing backgrounds and viewpoints to do what's best for kids. During these first 100 days, I will also engage stakeholders to understand what's working, what's not, and how we can continue to move Louisiana forward.

I have been a committed, deliberate, and passionate educator for nearly two decades in Louisiana. I know our passions, people, possibilities, and purpose. My desire is to stabilize the moment and add value for the future. We will transition Louisiana into one of America's leading environments for student learning.

This plan will guide my essential first 100 days as Louisiana State Superintendent of Education. I am humbled by the opportunity and ready to serve.

Dr. Cade Brumley



PRIORITIES

I will lead and learn in my first 100 days. The strategies outlined in this plan are guided by the following seven priorities:

LEAD

1. Ensure a Strong Start to the 2020-2021 school year
2. Advocate during the legislative special session
3. Cultivate a strong and diverse team
4. Provide clear, strong, and regular communications

LEARN

5. Listen to stakeholders
6. Review data and recommendations
7. Develop a deeper knowledge of the Department

LEAD

PRIORITY	STRATEGIES
1. Ensure a Strong Start to the 2020-2021 school year	<ul style="list-style-type: none">• Support systems to develop plans for next year with strong guidance from the LDOE, including virtual remote learning• Collaborate with local, state, and national officials to address the public health issue of COVID-19 and ensure the safety of our students, families, educators, and communities• Participate in Governor's leadership meetings as appropriate• Create an educational technology taskforce to study device availability, internet connectivity, and professional development for virtual instruction across the state• Advocate for the continued prioritization of Early Childhood Education• Support systems with flexible staffing models due to decreased budget• Support systems with mental health resources and support• Create a plan for deployment of federal dollars to support immediate & long-term educational needs
2. Advocate during legislative special session	<ul style="list-style-type: none">• Work with legislators to support student-centered policies• Advocate for adequate funding for the Department and systems• Support policies that protect the public health
3. Cultivate a strong and diverse team	<ul style="list-style-type: none">• Cultivate leadership within the Department's existing staff• Hire strong leaders that represent the diversity of Louisiana
4. Provide clear, strong, and regular communications	<ul style="list-style-type: none">• Provide weekly progress updates on the 100-day entry plan• Prepare a public report and presentation of my 100-day entry plan findings and actions• Begin to implement strategies to solidify strengths and overcome challenges

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5. Listen to stakeholders	<ul style="list-style-type: none">• Conduct a statewide stakeholder survey in order to gather the perspective of as many stakeholders as possible• Conduct listening sessions with the following stakeholders:<ul style="list-style-type: none">• BESE members• LDOE Advisory and Commissions, including Special Education Advisory, Superintendent Advisory, Early Literacy Commission, Early Childhood Care and Education Commission, Accountability Commission• Governor's Office• Legislators• Superintendents and Local School Boards• Charter Leaders and Charter Board Chairs• Non-Public School Leaders• Scholarship School Leaders• Student Advocacy Groups• Education Organizations• Workforce Leaders• Business Leaders• Faith Leaders• Higher Education Leaders• Union Leaders• Choice Advocates• Human Capital Leaders• Prep Providers• Early Childhood Education Leaders• Create Student, Teacher, School Leader, Parent, and Advocate Councils• Better understand and appreciate access and equity needs in all settings• Host multiple Twitter chats from @cadebrumley
6. Review data and recommendations	<ul style="list-style-type: none">• Engage various stakeholders to support data analysis and identify key trends• Analyze all aspects of the LDOE's performance data, including:<ul style="list-style-type: none">• Core Content Assessments, inclusive of Subgroup Performance• Early Childhood Education Performance Profiles• Graduation Rates• ACT• Student Discipline• Professional Development• Reading Data with emphasis on 3rd grade• Jumpstart 2.0• Dual Enrollment
7. Develop a deeper knowledge of the Department	<ul style="list-style-type: none">• Develop a deeper knowledge of the Department's academics, finances, operations, talent management, policy, and communications, including:<ul style="list-style-type: none">• Budget reports• Educator compensation models• Bus driver compensation per legislature• Educator certification• Security, emergency and risk management• Customer service• Achievement zones• Special School District



LISTENING SESSIONS

I am committed to listening and engaging students, families, educators, community members, and other stakeholders in order to shape the future of our state. I'll ask stakeholders to share their thoughts on the following questions:

1. What are our strengths?
2. What are our challenges?
3. What should we start doing?
4. What should we stop doing?
5. What is possible?