



NORWOOD PUBLIC SCHOOLS

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Superintendent of Schools

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Entry Plan

In the effort to learn as much as possible about the Norwood Public Schools, I began this spring meeting with stakeholders and listening at the individual schools, central office, and town leadership. This has provided a construct for a continued and purposeful effort to learn as much as possible regarding the Norwood Public Schools.

My intention is to expand my efforts to include more stakeholders and incorporate a systematic gathering of information from educators, families, and community members. The ultimate goal is to develop thorough and multifaceted understanding of the district and the Town of Norwood as a whole.

The intent of this exercise is to become knowledgeable of the intricacies of the district in order to become positioned to effectively lead the Norwood Public Schools. Specifically this entry plan will enable me to understand the unique strengths and challenges facing the district.

This plan is designed to enable me to effectively take the lead in:

- Understand the constructs, historical and structural, that influence the operation of the Norwood Public Schools.
- Develop an overall assessment of the district and its functions as a whole.
- Learn about the financial parameters of the district and the district funding history
- Understand the issues around educational space in the Norwood Public Schools
- Develop an understanding of the academic performance and curriculum efforts to ensure student success and readiness for college and career

- Develop, along with the School Committee, objectives, priorities, and action steps for the continued improvement of the Norwood Public Schools.

Data Gathering

I will embark on a review of key documents including assessment data (MCAS, SAT, AP, and others), district policies and handbooks, as well as conducting personal interviews and focus group discussions. The purpose of this data gathering is to provide an understanding of the current practice and historical construct of district practices that will provide a basis for the development of district priorities.

At this point, I will continue by setting up interviews with teaching staff, support personnel, PTA representation, as well as continue my conversations with the administrative team. In addition, I will be scheduling additional time with the school committee, Selectmen, Finance Commission, and Town Manager.

I will also establish meetings for parents and community members to facilitate conversations capturing their perspective. I will continue the practice of meeting with the Superintendent Advisory committees as well as visit with the PTO leadership, SEPAC, the Athletic boosters, and the PMA. This fall I will be scheduling "Coffee with the Superintendent" for two evenings and a morning.

10/11 @ 5:30 PM at the Cleveland School

10/ 19 @ 8:30 AM at the Savage Center

11/8 @ 5:30 PM at the Savage Center

District Assessment Report

Through interviews, meetings, and the review of documents it will be possible to gain an in-depth understanding of the Norwood Public Schools. This assessment will result in a formal, public report made to the school committee in the late winter/early spring of 2018.

In Conclusion, I value honest feedback and conversations that assist me in the effective leadership of the Norwood Public Schools.

Sincerely,



David L. Thomson, Ed.D.
Superintendent of the Schools