

*Listen*

*Learn*

*Lead*

# 100-Day Plan



Head of School, S. Josh LeSage

July 28th, 2023





# Introduction



Dear Portland Christian Stakeholders,

I am so blessed and honored to serve this school community. I am quickly learning how truly special this place is, and I am more grateful every day. I am so excited to be a part of what God is doing at Portland Christian School. Every decision I have made and every position I have held has prepared me to serve you well. What a thrill to captain a ship that has navigated the waters of Christian education for 100 years!

Entering a new leadership position requires a transitional period. One of the most important facets of my transition into this role involves listening and learning while leading. While God has appointed and equipped me to lead PCS into her second century of serving students and families, I am looking forward to learning so much from you, and that process has already begun.

Please join me in this new and exciting chapter for Portland Christian School. PCS needs your collective Time, Talent, and Treasure to become the school God wants us to be. Let's go! *Josh LeSage*



The purpose of the 100-Day plan is to outline and share with the Portland Christian School community what I have planned for my first 100 days as Head of School. A thoughtful strategic plan for this transitional period is necessary for establishing genuine relationships & exploring shared vision for the future of PCS. Perhaps most importantly, these first 100 days are structured to give us time and opportunity to learn from each other.

# 100-Day Plan

This plan will run from July 6 through October 13, 2023. Much of what I plan to do is listen and learn from you about what is already great within our school. With this information, I endeavor to ask thoughtful questions that will challenge all of us to capitalize on these strengths and enhance our impact in the larger community. I also plan to listen and to learn about our opportunities for advancement. Once we have collaboratively identified these areas ripe for growth, we will begin engaging stakeholders to collaboratively formulate realistic and attainable goals aimed at improving student outcomes.

## Overarching Goals



Engage stakeholders to learn about PCS' strengths, weakness, and opportunities for growth.



Conduct a full review of critical areas, examine data, make tough decisions, and set growth targets.



Establish relationships, build trust, and form teams for fostering improvement & realizing growth.



In my first 100 days, I will...



# *Listen*

#1 - I will meet with individuals from various stakeholder groups.

- A. Teachers, Students, Parents
- B. Administrators, Staff, Support Staff
- C. Alumni, Donors, Community Members

#2 - I will hold group listening sessions with various stakeholder groups.

- A. Teachers, Students, Parents
- B. Administrators, Staff, Support Staff
- C. Alumni, Donors, Community Members

#3 - I will utilize formal survey tools to solicit feedback from:

- A. Teachers, Students, Parents
- B. Administrators, Staff, Support Staff
- C. Alumni, Donors, Community Members



In my first 100 days, I will...



# Learn

#1 - I will participate in New Leader Assimilation training.

While I am not a new leader, I am new to PCS and my leadership team. This researched-based training will provide strategic opportunities for me to learn about my Executive Leadership Team (ELT) and give them the same opportunities to learn who I am and what makes me tick. This training is conducted by professionals and is designed to make me a more conscientious and comprehensive leader.

#2 - I will take notes during meetings, reflect, evaluate, and ask questions.

#3 - I will review and study current school practices.

- A. I will seek to understand foundational “why” rationales for current school practices.
- B. I will seek to understand how and when current school practices came into being.
- C. I will seek value judgments and informed opinions from stakeholders about current school practices.

#4 - I will observe behaviors and cultural norms.

- A. I will observe parents driving in carline, students walking to class, and teachers interacting on duty.
- B. I will observe students interacting with other students, teachers, and school administrators.
- C. I will observe teacher-student, teacher-parent, and teacher-principal meetings.

#5 - I will examine survey results & seek useful meaning for relevant change.



In my first 100 days, I will...



# Lead

#1 - I will work to develop trusting, productive, collaborative relationships.

- A. Faculty, Staff, Students
- B. Parents, Families, Alumni
- C. All Stakeholders & Community Members

#2 - I will identify and implement ways to better support stakeholders.

- A. Faculty, Staff, Students
- B. Parents, Families, Alumni
- C. All Stakeholders & Community Members

#3 - I will identify and implement ways to communicate well.

- A. Consistent, Timely, Compelling
- B. Concise yet Thorough
- C. Proactive
- D. All Stakeholders (Internal & External)

#4 - I will identify and implement greater efficiencies in operations.

#5 - I will ensure all stakeholders have the opportunity to be heard.



In my first 100 days, I will...



# *Update Progress*

I could not be more excited to lead Portland Christian School.

Please check your e-mails for status updates.

Please check your e-mails for meeting invitations.

*I want to hear from and get to know YOU!*



# *Steadfastness Amidst Change*

Let me be the first to acknowledge that change can be a scary word. Change can be challenging, and minimally, it almost always involves some level of discomfort. Having said that, change is almost never as bad as our greatest fears or as difficult as our wildest imaginations. Remember, God brought David through the valley of the shadow of death, not the valley of death. Shadows are always bigger than the objects that scare us. I picture a particular episode of Tom and Jerry every time I think about this spiritual principle.

In fact, meaningful change ordained by God and brought about through His will, while not always easy, is always beneficial. Most importantly, change presents opportunities for exercising faith and obedience. As we are obedient in the midst of change, people see our faith in action, and God receives glory.

Our School Board recruited me and hired me with the goal of making good things great and great things greater. This involves careful assessment, collaborative planning, and meaningful change. Meaningful change requires (1) refinement of existing practices, the (2) implementation of new initiatives, and the (3) sunsetting of previously valuable resources and strategies that have served their purpose well.

Amidst the exciting changes that God has in store for PCS, I promise to bathe everything in prayer, seek wise counsel, make collaborative decisions, utilize best practice strategies, and ensure that honoring Jesus Christ remains at the center of everything we do. Please pray for me and my leadership team as we endeavor to be God's hands and feet by serving our school community for the benefit of our students and families.

*Josh LeSage*