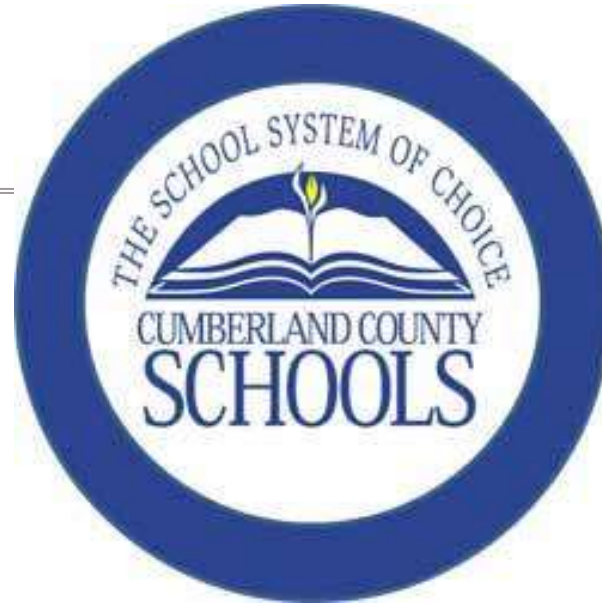


First 100 Days



Superintendent, Dr. Marvin Connelly, Jr.

Desired Outcomes

1

To ensure a successful transition of leadership that is effective and efficient, with the long-term outcome of delivering equity and access to high-quality education for all CCS students

2

To create opportunities for all constituents to be heard and foster a culture of productive and positive collaboration that is built on trust and inclusion

3

To evaluate systems and structures in CCS and lay the groundwork for the development of a five year strategic plan



Successful Transition

Immediate 1:1
meetings with
BOE Members
and Cabinet
Members

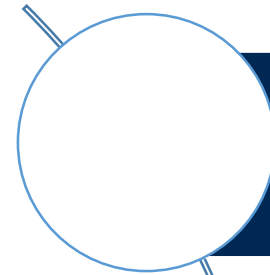
Contractual
Consultation
Days

School &
District
Visibility

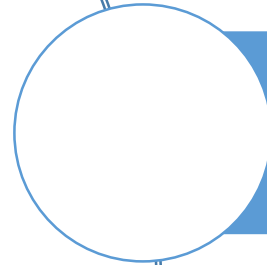
Engagement
with Other
Elected Officials
and Community
Members

Collaborate . Compete . Succeed

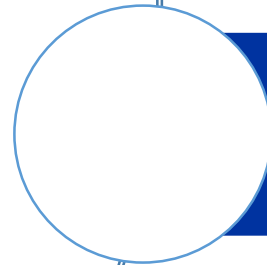
Hearing from Constituents



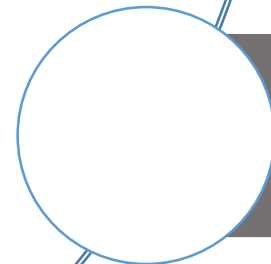
(30) Speaking engagements within first 90 days



(60) Meetings with Community Agencies/Groups/Events



(10) Meetings with Elected Officials in Cumberland County
(Commissioners, Mayors, City Council members, Town Council
members, Chiefs of Police, Fire Chief, Sheriff, Cumberland County
State Representatives and State Senators, Judges,



CLC3 Tours – 7 locations around the county at FSU and school locations,
students, teachers, principals, community citizens

Hearing from Constituents



Visited all 87 school sites and all Central Office departments

Cape Fear Valley Hospital Leadership, Chamber of Commerce, Cross Creek Mall Executives, Womack Army Hospital CEO, Booz/Hamilton/Allen Executives,

Chancellor of Fayetteville State University, President of Fayetteville Technical Community College, Interim President of Methodist University, FSU Department of Education Dean and Staff

Media: (Radio-WIDU, FSU, The Daily Grind, Pink Conversations, Foxy 99, Baez, Taylor, Beasley Media, First Lady Thompson, Billy King, WFNC Jeff Golberg-GoldyBRONCO Radio-FSU), (TV-WRAL, WTVD, Spectrum, CBS-17, FTCC-7), (Paper-Up&Coming Weekly, Fayetteville Observer, Array Magazine,

Hearing from Constituents 1:1

- Rick Houp – Cumberland YMCA
- Kathy Foxen – Ft Bragg YMCA
- Sonya Harriott – CCPTA
- Col Reed – Fort Bragg Garrison Commander
- Darsweil Rogers – Cape Fear Partners
- Virginia Jicha – NC State PTA
- Lieutenant Womble Fay PD PIO
- Shevelle Godwin – Ft Bragg School Liaison Officer
- Mike Nagowski, William Pryor – Cape Fear Valley
- Dr. Wade & Dr. Tabor – Human Relations Board
- Dr. John Caldwell – Institute for Social Awareness
- Carmella McKellar – Advocate
- Shinica Thomas – NC Coastal Plains Girl Scouts
- Archbishop Miner – Advocate
- Gerry Hancock – TIP ref Leandro and Low Wealth Districts
- Mark Kendrick – Kiwanis Terrific Kids
- Wakenia George – Communities in Schools

1:1 continued

- Ann Oshel – Alliance Behavioral Health
- Jimmy Buxton – NAACP
- Darlene Ransom– Indian Affairs
- Dr. Sammy Choi – Womack Army Hospital
- Amy Cannon – County Manager
- Bill Harrison – Mentor and Former CCS Superintendent
- Flip Flipen – Capturing Kids Hearts
- Dr. Anderson – Chancellor, FSU
- Dr. Keen – President, FTCC
- Dr. Crisp – Interim President, Methodist University
- Kim Hasty – Methodist Univ, Director of University Relations
- Mr. Hines – United Way
- Mr. “Do-Do”
- Jimmy Harvey – EESHs Alumni Association
- Julian Brown – EESHs Alumni Association and Volunteer

Elected 1:1 Meetings

- Cumberland County Board Members
- Governor Roy Cooper – visit to Massey Hill
- State Superintendent Mark Johnson
- Mayor of Fayetteville – Mayor Colvin
- Mayor of Spring Lake – Mayor Dobbin
- Cumberland County Board of Commissioners 1:1 (Lancaster, Adams, Council, Evans,)
- Town Manager – Spring Lake, Mr. Gerald
- Sheriff Ennis Wright
- Chief of Police Gina Hawkins
- Fire Chief Ben Major

Community Groups

- Judge Pone – Men of Zion (AMEZ Church)
- Blood Donor Center of Cumberland County
- Shaw University Alumni Banquet
- Judge Stiehl – Raise the Age Juvenile Summit
- Cumberland County Assn of Educators
- Fayetteville Chamber of Commerce
- Steven A. Cohen Military Family Clinic
- Kiwanis Club
- Cumberland County PTA District Retreat
- Cumberland County Progressives
- Cumberland County Democratic Men
- Cumberland County Republican Women's Club
- Alpha Phi Alpha Fraternity Inc., Graduate Chapter

Community Groups

- Hay Street United Methodist Church
- Beauty Spot Baptist Church
- Simon Temple AMEZ Church
- Cumberland County Ministerial Alliance Meeting
- Sandhills Purple Heart Dinner
- United Way Luncheon
- Fort Bragg 100th Year Celebration
- Samuel Council Chapter of 555 “Triple Nickle” (82nd Abn Div)
- UMOJA Festival
- Fayetteville/Cumberland Economic Development Committee (FCEDC)
- Cumberland County Assn Principals & Asst. Principals
- Cumberland County Association of Educators & NCAE
- Cumberland County Teachers’ Assistant Association
- Governor’s Commission on Access to Sound Basic Education

Community Groups

- Presented to Cumberland County Office Support
- Presented to Region (4) Maintenance Staff
- Presented to Board of Trustees – FTCC
- Department of Homeland Security & Defense, FSU
- Visited Boys and Girls Club
- Visited John D. Fuller Recreation Center

Systems and Structures

- Hiring of CAO, CCCEO, Associate Sup for Facilities
- Initial realignment of Curriculum and Instruction
 - Moved Technology under C&I
 - Retitled Executive Directors for Elementary and Secondary
 - Created new Assistant Superintendent for Strategic Planning and District Transformation
- Moved videographer back under Communications and relocated back to main central office
- Continue to review “span of control” for Associate Superintendents
- Continue to review and assess function of School Support Division
- Re-established Internal Audit function for district
- Established that all principals will be interviewed by the Cabinet along with the Superintendent and recommended by the Superintendent to the BOE for hiring
- Reorganized committee meetings with CCAPAP with Co-chairs (principal and cabinet member)
- Established Superintendent’s Teacher Advisory Council (STAC)
- Established Superintendent’s Student Voices Council (SSV)

Other

- Sandhills Regional Education Consortium (SREC)
- NC Large District Consortium (NCLDC) Retreat
- The Innovation Project (TIP)
- Budget Negotiations with BOE and BOC
- NCSSA Summer Leadership Summit with Superintendents
- Cumberland County Summer Feeding Program
- Cumberland County Summer Reading Program
- W.T. Brown Leadership Academy at EESHS
- Ft. Bragg Community Army Partnerships
- CCAE Meet & Greet
- Black Elected Officials Meet & Greet

Other

- Misdemeanor Diversion Program Discussion
- Color of Education Conference – Nikole Hannah Jones at Duke
- FSU Homecoming Parade and Game
- 71st High School Black History Club
- CCS ROTC Instructors
- Accompanied Jack Britt Softball Team to State Championship game
- CCS Athletic Directors
- CCS “Night of Dance”

Next Steps

Establish Strategic Plan Development Team

- Present initial structure to BOE
- Recruit team members from community
- Appoint team members from staff
- Appoint co-chairs (principals and cabinet)

Continued review of organizational structure

- Alignment in Auxiliary Services
- Alignment in School Support Services
- Alignment in Curriculum & Instruction
- Review of leadership development program – principal pipeline and growth for assistant principals

Next Steps

Superintendent
Goals for
2018-2019

- Establish Goals with BOE
- Establish Evaluation Process

Board of
Education Winter
Retreat with
Superintendent's
Cabinet

- Direction on Strategic Plan Development
- Team Building
- Leadership Development



Collaborate. Compete. Succeed.

OUR JOURNEY
CONTINUES
TOWARDS
IMPROVED
STUDENT
SUCCESS

