



TARWATER ELEMENTARY SCHOOL  
2300 South Gardner Drive  
Chandler, Arizona 85286  
Main 480-883-4300 FAX 480-883-4320



Dear Tarwater Staff and Community Members,

I am looking forward to the 2016-17 school year with great excitement as I begin my role as your new principal. My years of experience in the Chandler Unified School District and my responsibility supporting the Mandarin Program at Tarwater this past year, have afforded me the opportunity to learn a bit about the culture of our school from a distance. I am also fortunate to have had the opportunity to work with Mr. Jeff Hensley, who so thoughtfully led this school community for many years. Still, I know there is a great deal to learn, and I plan to take time to learn as much as I can about the strengths, challenges and goals of our school. One of my first priorities will be to implement an Entry Plan as a means of continuing my learning and framing our work together.

The Entry Plan process will involve three phases: learning, clarifying, and aligning. During the first phase, I will collect information through focus groups, observations and data analysis. My focus will be on better understanding the strengths, challenges and priorities at Tarwater by exploring the unique perspectives of many individuals in the community. In the second phase, I will share the data with staff in order to identify themes and trends, and make sense of the implications for our school. In the third phase, I will work with the Tarwater staff to apply the themes that emerge from the Entry Plan to a school-wide action plan that aligns with the vision, and share this plan with community members. To truly honor the work that has already been done, and to accurately identify the direction we need to go next, please know that this process is intended to be slow and cautious.

Change can be unsettling, particularly when that change involves losing a well-respected and highly effective leader. I want to assure you that amidst this change in leadership, I am committed to the current vision that is core to our school. I see this Entry Plan as a tool to learn more about the Tarwater community, for you to learn more about me as a leader; and as a mechanism for communicating my intentions as I seek to learn. If you see any omissions, or have suggestions for the plan itself, I welcome your feedback.

Thank you for your participation in this process. I look forward to the important work of learning, teaching, and community building that lies ahead.

Sincerely,

*Diane Hale*

Diane Hale  
Principal

## Principal's Entry Plan – Tarwater Elementary School

### Goals

- To build relationships within a culture of collaboration and trust
- To develop an understanding of the many and varied experiences, beliefs and perceptions regarding the strengths, challenges, and goals of Tarwater Elementary School.
- To identify and clarify the priorities of Tarwater based upon the themes that emerge through the Entry Plan process

### Activities and Timeline

During the summer, I will be familiarizing myself more fully with programs, procedures, and traditions of Tarwater Elementary. Our Dean of Students will be involved in many of the activities as noted.

Key Groups	Activities	Time Frame
<b>Teachers</b>	Focus Groups with teachers in groups of six.	Complete by May 25, 2016
	Journey 2020 Leads - meet with J2020 leads to learn current and past goals, next steps, and recommendations	Completed by May 25, 2016, continued meetings as scheduled in July throughout school year.
	Classroom visits to each classroom (including special education, specialists, etc.) - (with Dean)	Complete by end of August
	Team Leader Meetings - Meetings will include progress updates, analysis of themes in the data, and clarification of our Action Plan. (with Dean)	Planned and scheduled with staff beginning in July
	Special Education Team Meeting - Meet with SpEd team to review procedures and identify needs.	Completed by end of August
	Staff Meetings - Articulation of progress (with Dean)	Planned and scheduled with staff beginning in July

<b>Classified Staff</b>	Setting visits - Observe the work of classified employees in various settings (with Dean)	Complete by end of September
	Interview teams of classified staff (cafeteria, custodial, office, playground, etc.) (with Dean)  Individual interviews at staff request	Complete by end of September
	Classified staff meeting - This meeting will include a progress update, analysis of themes in the data, and clarification of our Action Plan.(with Dean)	December
<b>Students</b>	Lunch with students (with Dean)	Weekly, beginning in August
	Participate in classroom and school-wide activities (with Dean)	Ongoing, beginning in early September
	Student Council	Support teachers in forming a student council by the end of September, with opportunities for students to provide feedback through student council representatives. Meet with Student council officers regularly.
<b>Tarwater Families</b>	Family Pizza Night Meet and Greet	May
	Attend traditional year-end events to gain understanding and perspective of family events	May
	Meet With Site Council - Gather feedback, analyze data (with Dean)	Quarterly
	Website and PTO Meetings	Ongoing - Entry Plan progress and themes will be shared with families
	Meet with key groups for historical perspectives and new ideas - PTO, Art Masterpiece, Dad's Club	May, June and Ongoing

<b>District Administration</b>	Meetings with Assistant Superintendent	Regularly with district staff and individually in June
	Cohort meetings with other elementary principals	Monthly