



# Connecting, Listening, Learning

## 100-Day President/CEO Entry Plan

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### Desired Outcomes

- Establish effective, collegial relationships with members of the Board of Directors
- Accelerate collaboration with all levels of Collier County Public Schools
- Connect with staff members and external partners
- Learn more about the impact of Champions for Learning on Collier students and opportunities to expand this impact
- Preliminarily assess the ability of the organizational structure to maximize impact on students; fill high-priority staff positions
- Create and launch a dynamic, strategic roadmap to strengthen programs and expand development efforts to directly increase the number of Collier students served and deepen the long-term impact on their success

### Connecting with Board Members

- Meet individually with Board members to listen to why they serve on the Board, learn their ideas for collaboration among Board members and the President/CEO, and understand their views regarding how to increase the number of students reached and improve their educational and career outcomes
- Seek understanding of Board member perspectives relating to the respective roles of direct services, recognition of excellence, and grant-making to Collier County Public Schools in maximizing the impact on students
- Debrief with Board members regarding the entry plan and assess next steps for clarifying the mission, vision, and plans of the foundation at the conclusion of the 100 days via a three-hour retreat

## **Connecting with Collier County Public Schools (CCPS) Team Members**

- Meet with the Superintendent, other district-level leaders, principals, and teachers to lay the foundation for closer collaboration
- Articulate a vision with CCPS team members regarding how Champions for Learning and CCPS collaborate to change the lives of Collier students

## **Connecting with External Partners**

- Meet individually with key institutional funders (including the Naples Children & Education Foundation, the Richard M. Schulze Family Foundation, and the Collier Community Foundation), corporate donors and individual contributors who share a commitment to expanding life-changing opportunities for students
- Meet individually with key programmatic partners, such as Grace Place for Children and Families, the Immokalee Foundation, the Guadalupe Center, and the Boys & Girls Club to understand how Champions for Learning can expand its impact on students
- Meet via focus groups with other external partners, including key Future Ready Collier partners, corporate partners, community leaders and donors

## **Connecting with Staff and Volunteers**

- Collaboratively identify existing workplace norms and refine as needed
- Identify priority summertime, first semester, and second semester tasks; create and initiate project plans
- Fill high-priority staff positions
- Hold focus groups with Changemakers, including volunteers who mentor students, assist with classroom grant selections, support events and contribute to various programs

## **Intended Emerging/Evolving Perceptions of the CEO/President and Champions for Learning**

- CEO/President with a laser-like focus on expanding the impact of Champions for Learning on students
- high energy, trustworthy, people-person CEO/President
- CEO/President who is connecting with CCPS and the broader community
- Champions for Learning as a high-impact, visible organization that makes a difference through partnerships with individuals and organizations in the community to improve student success