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A 100-DAY INVESTMENT FOR A STRONGER EBRPSS

LAMONT COLE
SUPERINTENDENT ENTRY PLAN



WELCOME

Esteemed EBRPSS board members,

It is a privilege to be appointed as your Superintendent of Schools. I am fully aware of the unique challenges we face, challenges that only someone deeply connected to this community can truly understand. My affection for Baton Rouge and its residents runs deep. Having been a student in the EBRPSS myself, I had a wonderful educational experience, and I aspire for all children in our parish to have a similar, if not better, experience. I was introduced to the concept of "The greater fool" some time ago.

The greater fool, in theory, is an individual with the perfect mix of self-delusion and ego to believe that they can succeed where others have failed. While I acknowledge the remarkable work that has been accomplished in the district and the exceptional individuals who work tirelessly every day, the question arises: How do we continue this work at the highest level? With the insights gained in my initial 100 days, I will be better equipped to lead us forward. This is the essence of my strategy. It underscores my passion for learning, and how that learning will prepare me for leadership.

As a 43-year resident of East Baton Rouge Parish, I appreciate the uniqueness of this community, characterized by distinct beliefs, cultures, traditions, and practices. My objective is to leverage the system's strengths while addressing areas for improvement. The first 100 days will lay the groundwork for this endeavor.

I am stepping into the East Baton Rouge Parish School System at a pivotal moment in American public education. Unprecedented challenges lie ahead. However, with careful consideration and a sense of urgency, we can achieve success and serve as a model for others. My sole desire is to ensure the best for every student, educator, parent, and community member. I eagerly anticipate learning from all of you in the coming 100 days, and providing steadfast, long-term leadership for Louisiana's 2nd largest public-school system. This plan offers structured opportunities for us to connect, exchange ideas, and shape the system's future.

This plan is not mine alone; it belongs to all of us. Similarly, the future of East Baton Rouge Parish Public Schools hinges on our collective responsibility to take the necessary steps to enhance opportunities and outcomes for our students. I excel in acquiring knowledge. My learning paves the way for leadership.

The future holds promise!

Warm regards,

LaMont Cole

CURRENT EAST BATON ROUGE PARISH PUBLIC SCHOOL SYSTEM'S VISION

The East Baton Rouge Parish School System will be the cornerstone of the community as the premier, educational institution by inspiring, cultivating, and producing a modern workforce prepared to create a robust and thriving economy.

PURPOSE

This 100-day entry plan outlines specific strategies to provide me the opportunity to learn about our students, employees, families, and the community. Committing to these strategies will allow me to learn about EBRPSS's strengths and challenges.

As a result, I will be better prepared to recommend next steps to move us all forward.

MISSION OBJECTIVES

The strategies detailed in this plan are driven by the following mission objectives:

- Engaging with educators, support staff, parents, students, and stakeholders within the school system to cultivate positive relationships with students, employees, and families
- Closing the educational gap through the examination and evaluation of student data
- Ensuring the safety of our school environments for all students
- Enhancing the competitiveness of educators' salaries
- Understanding the support provided by the district office to schools, students, leaders, and teachers
- Establishing positive working relationships with the school board, community leaders, and key partners
- Gaining insight into the unique facility needs of EBRPSS
- Guaranteeing a successful start to the 2024-2025 school year

STRATEGIC INITIATIVES

- I will embark on visits to schools in every region of the system, organizing engagement sessions with students, educators, and families.
- I will spend a day shadowing a student.
- I will spend a day as a classroom teacher.
- I will attend school events and performances.
- I will be present at high school graduations.
- I will conduct home visits.
- I will host listening sessions with business leaders, union representatives, university officials, and faith leaders.
- I will tour a small business in each district.
- I will hold individual listening sessions with each school board member.
- I will meet with local and state elected representatives.
- I will participate in local community gatherings and festivals.
- I will conduct multiple live social media sessions on various platforms.

The upcoming 100 days will lay the groundwork for our mission.



ENGAGE

I am dedicated to listening and involving students, employees, families, and community members in shaping the future of our district. I will encourage stakeholders to provide input on the following questions:

1. What are our strengths?
2. What challenges do we face?
3. What new initiatives should we undertake?
4. What practices should we discontinue?
5. What opportunities lie ahead?



BRIDGE THE GAP

I will scrutinize all aspects of the district's academic performance and student support services, including but not limited to:

- Student data across core subjects, special education, gifted programs, Career and Technical Education, and English as a Second Language
- Early childhood education
- Advanced Study Academies
- Charter schools
- Review literacy programs
- State and district assessments
- Graduation rates
- ACT scores
- Student behavior and discipline records
- Professional development opportunities
- Data management systems

I will also delve into the district's financial, technological, operational, talent management, and communication aspects, encompassing:

- Instructional technology resources
- Budget analyses
- Payroll and benefits administration
- Educator evaluations
- Staff retention and recruitment
- State reports
- Facilities planning
- Food service operations
- Transportation logistics
- Security protocols and risk management strategies
- Community engagement efforts
- Customer service standards
- School and district organizational structures

Furthermore, I will oversee a comprehensive review of compensation to attract and retain top talent by offering fair and competitive salaries.



RESTORE

- I will engage various stakeholders to support data analysis and identify significant trends.
- I will collaborate with an external partner to conduct an equity analysis of all EBRPSS functions.
- I will provide regular updates on the progress of the 100-day entry plan.
- I will present a public report and findings from the 100-day entry plan.
- I will initiate strategies to reinforce strengths and address challenges.
- I will establish a timeline for the effective implementation of the strategic plan.
- I will restore pride, tradition, enthusiasm, excitement, excellence, outstanding customer service, high expectations

EARLY COMMITMENTS

In addition to the aforementioned strategies and based on the feedback and data received from employees, administrators, and the community, I am committed to implementing the following initiatives within my 100-day entry plan:

- Establishing an Innovation Zone to provide additional support and resources for our most vulnerable schools as part of an equity-focused agenda
- Forming a Student Advisory Council to provide insights from a student perspective
- Creating an Educator's Compensation Working Group to deliver findings
- Developing an EBRPSS Graduate Profile outlining the essential skills and competencies students should possess upon graduation
- Conducting an external review of the EBRPSS budget to assess the efficiency of resource allocation

