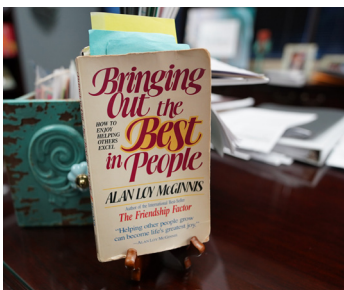


First 100+ Days

FOCUSING ON GOOD THINGS THAT MOVE US FORWARD



As I complete my first 100+ days as Fort Bend ISD's Superintendent, I am proudest of the fact that I have spent countless hours doing the most important thing I believe leaders should do – *listen*.



Assuring others that they are heard is a key approach to "Bringing Out the Best in People" (my favorite book!).

My Walk and Talk Tours are off to a solid start and in the months ahead, I plan to visit every campus in the District and hold one-on-one meetings with principals.

I have also been able to accomplish most everything in my **30-60-90 Day Entry Plan**.

This is an **outstanding District**, powered by an **amazing team** that has given **1,000%** for the success of our students.



I am excited about our future and the many ways we can work together to make sure FBISD remains one of the best school districts in the nation!

**DR. CHRISTIE WHITBECK,
FORT BEND ISD SUPERINTENDENT**



BOARD PRIORITIES THAT MOVE US FORWARD

1. Student Achievement
2. Climate/Culture
3. Safety
4. Attract & Retain Quality Staff
5. Budget – Keeping Promises of 2018 Bond

Also...

- Reorganization of Departments
- Sugar Land 95
- Engage with Community Leaders

COMPLETION OF 30-60-90 DAY PLAN

- Met with Board Members Individually (seeking first to understand), Attended Board Team Building, Received Board Priorities
- Reviewed Budget, Curriculum & COVID-19 Protocols
- Began Campus Visits, 1:1 Principals' Meetings, Community Meetings
- Gained Deeper Understanding of Sugar Land 95
- Began Teacher Engagement - Job Satisfaction Survey

NAVIGATING COVID

- Transitioned From Virtual Learning Program
- Hosted 43 Vaccination Clinics
- Expanded COVID Testing Sites for Staff, Opened Sites for Families
- Limited Visits to Campuses
- Percentage of Positive COVID Cases: 0.44% (as of 1-24-2022)

FINANCIAL STABILITY

- TEA FIRST Rating of A
- Clean "Unqualified Audit"
- Promises Kept – Exploring Continuation of 2018 Bond
- Enrollment - 78,151
- 11,254 Fall 2021 First-Time Students vs 8,319 Fall 2020!

ACADEMIC ACHIEVEMENTS

- Completed Reading/Math Diagnostics Pre-K - 10th
- Launched Remote Conferencing to Provide Continuity
- Launched Supports for Students Struggling on STAAR
- Building Summer Program
- Appointed New Deputy Superintendents, Chief of Schools and Chief of Human Resources

OUT AND ABOUT IN FIRST 100 DAYS

OCTOBER 2021

Schools Visited

McAuliffe MS
Ridgemont ES
Willowridge HS
Blue Ridge ES
Ridgeway ES
Briargate ES
Clements HS

Meetings

- 1:1 Trustee Touch Point Meetings Within First Week in Office
- Sugar Land Mayor Joe Zimmerman
- SHAC Chair Melanie Anbarci
- State Rep. Jacey Jetton
- Lunch Meeting with Judge KP George

Events Attended

- Blue Ridge ES SPARK Park Dedication
- FBEF Sugar Shindig
- Chamber of Commerce State of the Schools
- Chamber of Commerce Welcome Reception
- FBISD Annual Band Night
- State of the County - Judge KP George
- Marshall and Ridge Point Homecoming
- Principals' Appreciation Reception
- Region 4 Superintendent's Recognition Ceremony



Steven Bassett
Deputy Superintendent



Beth Martinez
Deputy Superintendent



Dr. Kwabena Mensah
Chief of Schools



Glenda Johnson
Chief Human Resources Officer

NOVEMBER 2021

Schools Visited

Meadows ES
Hunters Glen ES
Marshall HS
Missouri City MS

Meetings

- State Rep. Jacey Jetton
- Sugar Land Eco. Development Dir. Elizabeth Huff
- Sugar Land Chief Innovation Officer Reena Varghese
- Fort Bend AFT President Glenda Macal
- SOJES Board of Directors
- Region 4 District Services Summary
- FB County Commissioner Ken DeMerchant
- RDSPD Fall Board of Directors Meeting
- THSADA Athletic Directors

Events Attended

- Ridge Point HS Volleyball Bi-District Playoff
- Hightower HS Football Regional Playoff
- An Evening with Experts for Superintendents
- Gulf Coast Assoc. of School Boards Meeting
- Fort Bend Co. Epicenter Groundbreaking
- Friends of Texas Public Schools Awards Dinner
- Fort Bend Chamber Legislative Dinner

DECEMBER 2021

Schools Visited

Travis HS
Armstrong ES
Hightower HS

Meetings

- Pastor David Sincere
- Region 20 Representative
- Dr. Mubashir Chaudhry
- Former Missouri City Mayor Allen Owen

Events Attended

- Hightower HS Football Quarterfinal Playoff
- Touchdown Club of Houston UIL High School Awards
- Fort Bend Educators Luncheon
- FBISD Supt. Media Day – 8 News Outlets Attended

JANUARY 2022

Schools Visited

Dulles HS
Glover ES
E.A. Jones ES

Meetings

- Superintendent's Meeting with Commissioner Morath - Region 4
- Dulles HS Decathlon Students
- Lunch Meeting with City of Sugar Land Officials
- School Safety Meeting with Fort Bend County Sheriff Eric Fagan & Area Superintendents

Events Attended

- Fort Bend Chamber Superintendent-Board Update Luncheon
- Varsity Basketball Game – Elkins vs. Travis
- Clements HS Theatre Production – Mamma Mia
- PALS Leadership Summit at First Colony MS
- Bush HS Theatre Production – The Heights
- Elkins HS Theatre Production – The Wizard of Oz

TEACHER ENGAGEMENT SURVEY – HOW CAN WE OFFER MORE SUPPORT?

- Survey Opened January 14
- More Than 1,414 Teachers Have Responded
- Survey Closes 11:59 p.m. Friday, Jan. 28
- Focus Groups to be Held Jan 25 - 27, Feb 1 - 2
- Changes Already Made: PD Artifacts and Campus Support Walks Optional

SUGAR LAND 95

- SL95 Exhibit Constructed in November at Reese CTE
- Guided Tours Begin Feb. 17
- Recommended and Board Approved MASS Design Group Contract for Phase 2
- Four Community Engagement Sessions to Begin in March

COMMUNITY & PUBLIC RELATIONS

- Launched “The Scoop from the Supe” Community Letters and Videos
- November’s “5,184 Reasons” Teacher Appreciation Campaign

- Social Media Engagement Is Up
45,500 Twitter Followers
21,200 Facebook
8,500 Instagram

DISTRICT OF INNOVATION

- FBISD Earned DOI Designation Five Years Ago, Seeking Renewal
- DOI Provides More Local Control

CELEBRATING OUR STUDENTS AND STAFF!

Celebrate!

- Connected Nation’s national TV forum on digital divide featured FBISD students as moderators and production crewmembers.
- Elkins HS Teacher Ryan Morales became a Rodeo Houston Art Grand Championship back when he attended Kempner HS, fast forward - the reigning Grand Champion is his student Jayden Kisinger! This year he has even more students in the running to become the Grand Champion!!
- Gold Medal Olympian Bryce Deadmon is a Ridge Point HS graduate who won in Tokyo

and returned to his high school after the games to encourage student-athletes.

- Miss Sugar Land is first-year Neill ES teacher Chloe Burke who has overcome a rare heart condition. She made it her platform and heads to the Miss Texas Pageant in June.

NEXT 100 DAYS AND BEYOND...

- Decrease Learning Loss and Solidify Early Literacy Grade Level Configuration - Seek Community Input
- Continue Supports For Children Who Are Working to Adjust Socially and Behaviorally to Succeed Within the Structure the School Day Provides
- Refine Climate, Culture, Morale and Retain and Recruit High-Quality Teachers
- Complete Leadership Organizational Chart
- 2018 Bond Promises Kept - Examine Timing of Phase 2, Originally Scheduled for Nov. 2021
- Work Toward Balancing Budget
- Continue Telling The Story of Fort Bend ISD ...A Destination District

I PROMISE TO CONTINUE LEADING BY THESE PRINCIPLES

Listening
Lifting Others Up
Loving What I Do
Letting Others Shine
Laying Low on Politics
Looking Beyond the Obvious
Living Focused on Job I Have Now
Leaving It Better Than I Found It
Bringing Out the Best in People

