



Dr. Kenneth L. Bowen

(90 Day Entry Plan)



INTRODUCTION

It is with great enthusiasm and honor that I introduce myself as Principal of East Columbus Jr/Sr High School.

I am an honors graduate of UNC Pembroke where I earned a BA Degree in History with a concentration in Secondary Social Studies Education. I earned certification in AP US History from UNC Charlotte. I returned to UNCP and earned a Master of School Administration degree. In 2012, I was named the Young Alumnus of the Year for UNC Pembroke. I attended East Carolina University and earned a Doctorate of Educational Leadership degree; my dissertation focused on growth for at-risk students. In 2016, I was named to East Carolina University's 40 under 40. Most recently, I earned a Certificate in Online Learning from Duke University and a Certificate in Mental Health in the Workplace: Creating a Caring Culture, from Walden University.

My energy, strong work ethic, leadership skills, love for helping others, and passion for education have helped me in doing my very best in the career that I love. I have served as a public school administrator in North and South Carolina (AP up to assistant superintendent), as an educational consultant for a major corporation working with entities throughout the nation, as a vice president with a non-profit leading school turnaround, and as a senior education consultant working internationally. My dual experience of corporate and educational leadership, along with my global work in education, are unique and have best equipped me with innovative and progressive skills to help bring continuous improvement and growth to those I have been fortunate to serve and work with.

I am grateful to bring my experiences to Columbus County Schools, where I will soon call home, to serve the students, the educators, the parents, and the communities of East Columbus Jr/Sr High School.

Changes in leadership bring forth a great deal of excitement and questions:

- ◇ How will East Columbus Jr/Sr High School be successful and have a progressive future?
- ◇ What are the challenges that must be addressed to move

forward in doing this?

- ◇ How will we honor our rich history and traditions while adding to this great legacy for the future?
- ◇ What will be the vision, mission, and goals of the new administration?

As Principal, I must work with the district administration and school faculty/staff to address these questions and many others to ensure that East Columbus Jr/Sr High School is meeting the needs of all students, serving all stakeholders, and is known beyond state and national borders for our commitment to excellence, growth, diversity, and achievement.

The achievements made throughout my career would not have been possible without teamwork. This teamwork came not only from within the school but from the parents, the community, and all stakeholders. Therefore, in my first 90-days, I am reaching out to all who are vested in the success, growth, and achievement of ECJSHS so that we may all work together as a team to make a positive difference in the lives of all students that we serve. I look forward to building positive relationships and serving as principal. Please know that my door is always open because I am here to serve all ECJSHS stakeholders.

My mission as principal is to put all students at the forefront of all decision making procedures to ensure that they are receiving an excellent education to help them be college and career ready in the future. I plan to ensure a positive learning community that will strengthen the development of lifelong skills and intellectual abilities for the current and future growth and success for all faculty/staff and students.

We will be known beyond state and national borders, and others will seek to emulate us in the future!

This will be achieved through establishing a positive school climate, recruiting and retaining a highly qualified staff, promoting community involvement, maintaining a safe and orderly learning environment that is focused on teaching and learning, having high expectations for everyone, and leading by example.

Goals for Plan:

1. To streamline organizational efforts and align resources to ensure all students have access to the very best instruction and extra-curricular opportunities necessary to grow and achieve success
2. To establish and promote highly effective leadership and instruction by building trusting, productive, and collaborative relationships with all stakeholders of ECJSHS
3. To increase organizational effectiveness, efficiency, and service while ensuring high performance for all students and support to all faculty/staff
4. To establish a respectful, positive culture, centered on students and growth
5. To build public trust and confidence through honest communication, positive relationships, and public relations



Accomplishing the Goals

Multiple strategies and measures will be implemented to achieve the five goals that have been outlined.

The following is a brief list of strategies and measures that may be implemented in order to achieve the goals while fulfilling the vision and accomplishing the mission:

- Look, listen, and learn
 - Build a positive relationship with school district administration and maintain consistent communication
 - Visit all classrooms/offices and build positive relationships with all faculty/staff
 - Create and administer a survey for all stakeholders of East Columbus Jr/Sr High School that will inform us on existing perceptions and needs
 - Review all materials (including financial, fixed, and human capital) and determine how to best streamline everything to meet the needs of all students
 - Review all policies and procedures in place, assist with establishing any additional ones
- that are needed, and follow up on implementation
 - Review all handbooks and/or develop handbooks if needed
 - Visit community organizations and centers to build positive relationships and productive partnerships
 - Work with universities and community colleges in the service area to build partnerships for students and educators
 - Build and maintain ongoing positive relationships with the news media and develop a public relations plan if needed
 - Offer continuing support with the website and all social media
 - Seek out grant opportunities and additional funding to support the advancement of the school
 - Be an active part of all communities in the service area
 - Work with all stakeholders to continuously support our school improvement initiatives



TOGETHER:
Working as a team to help others help themselves!

Relationships are key to leadership in any organization. I will work to build positive relationships with all stakeholders of the school so that we may all work together as a team to best meet the needs of all students in our service area.

**RELATIONSHIPS
SERVICE
SUPPORT
GROWTH**

