

Our Path to First Choice

Update No. 1

Everyone,

Thank you for making the start of the 2017/18 school year successful for our students. The Eclipse did not eclipse our spirit! No matter what your role is here, it would not be needed unless it makes a difference...and, you do make a difference. Each week, you will receive an *Our Path to First Choice* update. Board news, programs, initiatives, recognitions and a number of other things will be part of this communication. This is a way to try to connect us more directly on a regular basis. You will be hearing things in this venue from me, so hopefully you will feel like things are clearing, you learn something new and enjoy some of the items shared.

One other thing, as weeks go on, you will see people recognized and events included. I do miss some of the events, and there are many people who go above and beyond, but may get missed for recognition. My apologies ahead of time for those omissions. I mean to try to include everyone, but I do miss some. Let's see how the first one goes!

"Our Path Topic"

I want to look at our Leadership Structure for WASD. The leadership structure is set up to clearly communicate chain-of-command, who has the responsibilities, disseminating information and so much more. Good organizations have a clear leadership structure.

This summer, the WASD's Leadership Structure has been set up as the following:

- Clayton Team (CT)
 - Tod Kline, Rita Sterner-Hine, Eric Holtzman, Sherri Sullivan and Nic Erickson.
- Administrative Cabinet (AC)
 - The Clayton Team, all head building principals, Erica McDonald, Donna Trueax, Don Miley, Randy Fogle, Debbie Pflager, Ruth Helman, Jason Cornell, Matt Gordon, and Eric McIlquham.
- Principal Team (PT)
 - Rita Sterner-Hine, all building principals (head principals and assistants), Erica McDonald and Debbie Pflager.

This structure provides a clearer line of responsibility. It will likely take some time for everyone to understand it and get used to who is on what team. Nevertheless, it provides us with a structure.

The **Clayton Team** will be examining district-wide issues. This team prepared the opening day event. It will work to have each member understand the issues and set direction in order to maintain some consistency throughout the district for decisions, communication and direction. The Clayton Team then will disseminate information as needed to the Administrative Cabinet and the Principal Team. It is not a

perfect system, but it is a system that, hopefully, will provide more consistency, communication and direction to everyone in the organization. The Clayton Team does not necessarily show authority over all others, it is a structure to help define how our organization's divisions are connected, and the lines of the organization travel from one employee to the next. The district Organization Chart is still the Board-approved document that shows responsibility, authority and chain-of-command.

The **Administrative Cabinet** is obviously a bigger group. These folks have specific roles in the district. They represent many divisions or areas of focus. The cabinet meetings are an opportunity for the Clayton Team to disseminate information through each division and discuss issues and problems. The group will discuss and make a more informed decision. Over time, the cabinet will review data, new processes, plans and projects for progress and strategize approach to things. Everyone will be able to review survey data and other forms of data to "manage by fact" more than currently doing.

The **Principal Team** is fairly self-explanatory. The assistant superintendent chairs this team. These folks will focus on the academic and the operational end of our schools. Issues, concerns, goals, directions and so forth are the topics for this group to discuss. Again, looking at data to support decisions will be a major part of our transformation as a district. We look at it now, but we have to look at it in many different ways. Data may end up a future subject in *Our Path to First Choice*.

From this point, there is building leadership and divisional leadership. These leaders will work within their prospective areas to communicate, discuss and such to move that particular part of the organization forward.

In conclusion, as superintendent, I am constantly looking at seven (7) different criteria within the framework I lead the organization. The criteria are leadership, strategic planning, customers (clients and external stakeholders), measurement and analysis, our employees, operations and results. The first six are more operational, and the results criteria actually is part of each of the six operational ones. With that said, this week's "Path" topic is our leadership structure. There is still more I hope to share about leadership in the coming weeks, so stay tuned!

First Day Survey

Nic Erickson recently sent out the *First Day of School* survey as I alluded to during our opening day meeting. You'll have the week to complete it. Once completed and we can compile the results, I will share them in a future *Our Path to First Choice* Update. Also, the results will be shared with the Administrative Cabinet for review and planning for improvement. A big thank you to Danielle McFerren for putting together the survey.

Board Meeting August 22, 2017

Last night, the school board of directors held their second meeting of the month. The Board selected _____ as the representative from the North Area and Pat McDonald from Washington Township. The

members are now set until December. November's election will finalize the board for the next couple of years.

Teacher Advisory

The Teacher Advisory members have been selected. After receiving 20 volunteers throughout the six buildings, we now have our advisory members. A big thank you to everyone who volunteered. It is very, very appreciated.

The advisory's purpose is to focus on the education of our students. How can we improve in educating our students better? What processes or elements are slowing us or preventing us from doing the best we can?

The advisory will meet once per month during the school year. We will discuss various topics. The building principals will provide five minutes during each faculty meeting for the advisory member to share with the staff of the building. If building staff has topics or thoughts to be discussed, those should be shared with the advisory member. Each advisory member can determine how they want that process to work for his/her school. Once they receive those thoughts, they can share them with the advisory. The meeting time/date will be worked out with the various members. Once we know, we will share that information.

New members of the advisory will be selected each school year to provide an opportunity for others to take part. The members were selected by a lot drawing. Jane Helman did the fair and square drawing. I asked her to do it, so if anyone complains (including myself),...well... she controls our paychecks!!

The members are as follows:

HS	Barb Fox and Caroline Tassone
MS	Ken Carlson and Pam Shoap
MW	Erin Barr
FV	Wendy Kane
HV	Linda Kriner
SV	Emily Lego

September 11th Event

On September 11th at 7 PM at the Red Run Park, there will be a ceremony to honor those who gave their lives during the 2001 tragedy. Noah Scahill, a WASHS student will be performing Taps and the Star-Spangled Banner for the event. It is open to the public, so come out and join in the events of the evening.

Thank You!

A big thank you to all of you for making the "Back to School" nights successful. There is a lot of planning and time involved in such an activity. So many people make sure things happen and are a success. Again, thank you!

Piece of the Puzzle

The Piece of the Puzzle is a place each week that someone or a group will be recognized for going above and beyond to make things happen and improve things that are impacting our students. We have so many of you in WASD. Thank you in advance.

This week's Piece of the Puzzle is our custodial department. This week it is a group being recognized for the hard work they put in to prepare our schools for opening. The middle school was quite a challenge, and the department stepped up, and has gotten the job done. Don Miley and Randy Fogle and their folks have done an outstanding job going above and beyond.

When you see these folks this week, congratulate them for being selected as a Piece of the Puzzle!

A Final Thought

If your actions inspire others to dream more, learn more, do more and become more, you are a leader. – President John Quincy Adams, USA

One More Final Thought

Leaders become great not because of their power but, their ability to empower others. –John C. Maxwell

This first one was a long one, so I apologize. But, the information is good. Have a great rest of the week and weekend, everyone!

Thanks!
Tod