

Our Path to First Choice No. 13

Here is Path Note No. 13. Enjoy your day!

Our Path Topic

Category 4 in Our Path to First Choice framework focuses on the *Measurement, Analysis, and Knowledge Management*. This part of the framework toward achieving First Choice focuses on how we select, gather, analyze, manage, and improve our data, information, and knowledge. We need to determine how we learn, and manage information technology. This category also wants to know how we review findings or data and information to improve our performance. First, let's focus on how we should measure, analyze, and improve.

WASD has to understand how it uses data and information to track daily operations and overall organizational performance. We need to determine how we select, collect, align, and integrate data and information to use in tracking daily operations and overall organizational performance. We need to know how we track progress on achieving our objectives. An example, how are we tracking our Ten Focus Points? What data are we collecting to measure progress? As we develop Action Plans, we need to be able to measure and analyze the progress and success of those plans. What will be our key organizational performance measures? In other words, will test scores be our only measures, or will we develop key performance measures for other things? We will probably measure lots of things, and not just test scores.

Discussed in earlier Updates was LeTCI (Levels/Trends/Comparisons/Integration). As an organization, we have to decide how we will select and use key comparative data and information to support operational decision making. What data are we going to compare? For what? Will we compare test scores? Ok, if we do, will we use PSSAs and Keystones or SPP Scores? To what standard will we compare our scores? Will we compare to county, state, or national schools?

WASD needs to decide how we will use Voice-of-the-Customer and market data and information to select and effectively use (even complaints) to build a more student-focused culture and to support operational decision making? How will we use data and information gathered through social media, as appropriate?

Finally, with looking at Measures, how will we ensure that our performance measurement system can respond to (or organizational agility) rapid or unexpected organizational or external changes?

Next, we need to determine how we analyze and review our performance measures. We have to be able to know how to use our measures, as well as comparative and customer data, to review and analyze? What analyses will we do to support the reviews and ensure that conclusions are valid? How do we know our senior leaders (Clayton Team) use the reviews to assess organizational success, competitive performance, financial health, and progress on achieving our objectives and action plans? How do we know the Clayton Team will respond rapidly to changing organizational needs and challenges including any need for transformational change in organizational structure and work systems? Our District's performance must be reviewed by the school board and its progress on strategic objectives and action plans. We must determine when and how that will be done.

There has been much promoted about Best Practices. Unless you have systems and processes for promoting such practices, it is only happening when you think about it. Therefore, WASD has to determine how it will share best practices, how to identify district units or operations that are High Performing, how to identify its best practices for sharing and implementing them across the organization.

It is also important we can project our future performance. We need to figure out how to use findings from our performance reviews and key comparative and competitive data in projecting future performance. We need to know how to reconcile any differences between these projections of future performances and performance projections developed for our action plans.

A final section as we look at Analysis is how we use our performance data to develop priorities for continuous improvement and opportunities and innovation. We need to be able to communicate to all of our team (employees), other schools as needed, suppliers, partners, and collaborators what our priorities are for continuous improvement.

This information can be a little overwhelming to connect to what we do in schools every day, but over time you will see connections made that will ring out clearly. Next week, we will look at how we manage our knowledge assets, information, and information technology infrastructure. This segment will make a little more sense.

Please don't give up trying to understand this category. As time goes on, these Updates will try to shed more light on this information by using some examples being implemented in WASD. For now, since we are not to that point, we will try to explain it.

Happy Education Week

Thank you all for all you do for our students each and every day. The adults in the life of a child can have so much influence. Few outside of education understand the impact of those who work with students in some capacity every day. You are all heroes. Enjoy your week, and thank you so much for doing what you do for our Waynesboro Area School District kids!

Happy School Psychologist Week

Thank you to Erica and Nicole for their great job they do for WASD. They completed 39 evaluations in 45 days. Kudos, ladies!!

Stars Are Born!

On Monday evening, WASD Teachers held a talent show. They performed and wowed the audience. People were so impressed, a comment was made at the Board Meeting.

Board Meeting

Not a lot of significant information from the Board Meeting last night. Personnel changes were approved, a couple of annual contracts were approved, a policy on Diabetes treatment in schools was updated, and the bills were paid. Also, a local runner group asked if the stadium could be unlocked earlier in the morning before school so community folks could use the track. The Board approved it.

Review for You

- What is the Leadership Model?
- What is the use of the Leadership Model?

Events

- A two-hour delay for students on Tuesday, November 14th.
- The School Board meets on November 14th at 7PM.
- The end of the 1st Marking Period is November 15th.
- The mandatory parent meeting for winter sports will be held at 6:30 PM at the high school.

Piece of the Puzzle

- This week's Piece of the Puzzle is Wanda Poper, the WAMS Kitchen Manager. Wanda works right beside her employees and after 30 years is one to not rest on authority, and unloads trucks right beside everyone else with no hesitation at all. Wanda has had no inspection violations due to how she expects the highest standards to be kept by all including herself. She can outrun any of those working for her. She has a high work ethic and willing to pass all of her knowledge on for the future of our cafeteria. She truly has a big heart and all her

workers love her. If you see Wanda this week, congratulate her for being a Piece of the Puzzle. Thank you, Wanda!!

Review Answers

- The Leadership Model is a common approach for ongoing organizational improvement.
- The Leadership Model provides a “roadmap” for all departments and employees to use for improving the organization. Any member of WASD can use the model to address an issue or problem. It can be used to try to improve something within the organization.
- Once the model is completed, an example of its use will be the topic of a future Our Path update. It is very simple, and makes sense. Most of us do this, but not likely with consistency. It is having us all speak the same language and approach things the same.

Final Thoughts

- *If you aren't measuring the right things to begin with, you're not going to get better results by measuring them more accurately.*—ExtremeTrust
- *The measure of success is not whether you have a tough problem to deal with, but whether it is the same problem you had last year.*—John Foster Dulles
- *In God We Trust. All others must bring data.*—W. Edward Deming
- *Most of the world will make decisions by either guessing or using their gut. They will be either lucky or wrong.*—Suhail Doshi, CEO, Mixpanel
- *Some of the best theorizing comes after collecting data because then you become another reality.*—Robert. J. Shiller, Winner of the Nobel Prize in Economics

Have a great rest of the week. Next week is Thanksgiving Break. Just a reminder if you need that little bit of an energy over the next week.

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