

Our Path to First Choice No. 21

Everyone,

Here is Path Note No. 21. Remember when reading the Topic for the week that our journey to ongoing improvement is a marathon, and not a sprint. Research has shown that it takes 7 to 10 years to make lasting transforming of an organization.

Our Path Topic

We have worked our way through all seven (7) criteria of the framework being used to establish ongoing improvement here at WASD. Although we have started to establish some systems and processes that reflect the criteria, we have a long, long way to go. That is why the research says 7-10 years to truly make some lasting changes. So, let's do a quick review of the criteria.

The first category is **Leadership**. This is looking at how our senior leaders lead. It is also how our system is set up for our governing entity, or school board, is set up to lead. Can we answer those system/process questions we read about in the Leadership section?

The second category is **Strategy**. Do we have systems and processes in place that provide a good strategic approach to establishing a direction for the District? When such systems are in place, an organization tends to be more aligned, effective, and productive.

The third category is **Customers**. We might call our students clients, but parents and the community are our customers. In this category, the focus is looking at our systems we have in place to address our customers' needs and communication. Communication can be one-way or two-way. It is crucial we have devices in place to reach out to our customers to listen and to announce.

The fourth category is **Measurement and Analysis and Technology**. Once again, it is about having a system and processes in place to measure and analyze for results of processes and systems. This category also examines the systems and processes in the use of technology.

The fifth category is **Employees**. This category looks at the systems we have in place for building an effective and supportive workforce environment. Do we have systems and processes to deal with capacity, capability, new employees, learning, evaluation, work engagement, environment, change, and benefits and policies?

The sixth category is **Operations**. Do we have systems and processes in place to design, manage, and improve our key educational programs and services? Do we have such systems for how we ensure effective management of operations? Efficiency, effectiveness, of cost management, supply chain, safety, and emergency management? All these areas are examined.

Finally, the seventh category is **Results**. The Results criteria wants your organization to examine performance and improvement in all Key areas—student learning and process results; customer-focused results; workforce-focused results; leadership and governance results; and budgetary financial, and market results. This category asks about performance levels relative to those of competitors and other organizations with similar educational program and service offerings.

Next week, we will continue our look at the tools and strategies we will need to understand to continue Our Path to First Choice. Nevertheless, you have gotten a pretty good start on what we need to understand, so far.

Review for You

- What is LeTCI?

Events

- 2-hour delay for Students on January 23rd for Teacher In-service.
- The High School Educational Planning Night is the 25th at 6:30 PM.
- The High School District Chorus Festival is January 26th and 27th.

Piece of the Puzzle

- This week's Piece of the Puzzle is Barb Martin, the principal of Hooverville Elementary. Barb was recommended as the Piece of the Puzzle for her hard work and commitment to WASD's Early Childhood Education Program. She has been instrumental in writing the Pre-K Counts grant that provided 34 more students with a pre-school experience that could not afford it. Mrs. Martin has also been leading the P3 Early Childhood Education Team designed to develop ways to help prepare children from birth to 3rd grade for school. In addition, the team is constructing opportunities to reach and help provide expecting parents with the skills to better assure their child of success in school and life. Barb has also been an integral part of establishing WASD's Comprehensive Kindergarten program. If you see Barb this week, congratulate her for being the Piece of the Puzzle.

Review Answers

- LeTCI is Levels/Trends/Comparisons/Integration. This is a tool to evaluate the measurements or results you are using to learn from and improve.
- Example—as we collect data to learn how to improve our working conditions at WASD, we need to measure our employee accidents and injuries. We need to look at how many accidents/injuries are occurring. We can segment this data and look at how many in each building, which months do the most occur, what types of accidents/injuries, and so on. That data, we look at **Levels**. Another area is to look at our **Trends**. Are our data we've collected in such areas as mentioned before getting any better or worse? Looking and/or segmenting the data from year to year, month to month, building to building, etc will show us **Trends**. Again, are we making progress, staying the same, or getting worse? Then we can gather data on other school districts or organizations that compare to us and do **Comparisons** of how well we are doing to the other organizations. If another organization is doing better, we need to set a target for improving and look at what we can do to improve and look at what other organizations are doing that we don't. Finally, it is important to look at how our data on employee accidents/injuries or safety integrates with any other area in the District. Will the data help as we look at the purchase or equipment, chemicals, student discipline, or other areas as we look to improve?

Final Thoughts

- *Kindness is like snow-It beautifies everything it covers.*—Kahlil Gibran
- *Laughter is the sun that drives winter from the human face.*—Anonymous
- *If we had no winter, the spring would not be so pleasant: if we did not sometimes taste of adversity, prosperity would not be so welcome.*—Anne Bradstreet
- *Advice is like snow. The softer it falls, the longer it dwells upon and the deeper it sinks into the mind.*—Samuel Taylor Coleridge

- *Advice from a snowman—Be a jolly, happy soul. Spend time outdoors. Avoid meltdowns. Be well-rounded. Live well, life is short!*—Your True Nature. Com

Have a great rest of the week. Hang in there as we trek through winter. It has been cold and snowy so far this year. Take care!
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