

Our Path to First Choice
Update No. 5

Everyone,

Here is Update No. 5.

Our Path Topic

One area that will help for all of us to understand is some terminology. With organizational change comes terminology change. Most of the time, organizations do not do a very good job helping employees learn the terminology. For whatever reason, we expect everyone to learn through osmosis.

Stakeholder(s) is one that most of us can figure out, but what does it mean to a school? A stakeholder is anyone that has contact or are some part of an organization. WASD stakeholders would be the community, parent (customer), student (customer, client), school board director, and employee. So, this includes all groups that are or might be affected by your organization's actions and success.

A **Vendor** is someone providing sales or a service to us. Our solicitor, sub-contractors, contractors, stores, and businesses that sell products to WASD are all vendors.

The Franklin County Career & Technical Center (FCCTC) is a **Partner** working with WASD. However, FCCTC is also a **Competitor**. A partner works in partnership or hand in hand with another organization. WASD is partnering with local agencies, Head Start and day care businesses to build a Pre-Natal to 3rd Grade program. WASD is working to become a better partner with the Boroughs and Townships that make up the school district. Saint Andrews, Montesorri, and charter and charter cyber schools are competitors of WASD.

A **Collaborator** is an organization or individuals who operate with WASD to support a particular activity or event or who cooperate intermittently when their short-term goals are aligned or are the same as WASD's. FCCTC could also be considered a collaborator. Quite often during community events, WASD collaborates with the Borough to make sure things get done.

A **Work Process** is WASD's organization's most important internal value-creation processes. They include program and service design and delivery, student support, business, and support processes. It really is about what we do as Teaching & Learning and Business Operations are a couple of examples of **Key Work Processes**. We all know what processes are, but a key work process is a critical one to what we do. It may possibly be a **Core Competency**. A core competency is something critical we do well. We are good at teaching. That is a core competency. We have good counseling and guidance services. That is a core competency.

Have you noticed these terms are getting a little more difficult? That's okay. It takes time to learn these.

Strategic Advantages are those things that will likely benefit your organization's success. One might be that the District has 90% of the teachers with a Masters Degree in their teaching area. Another might be that our support staff has at least 20 years of experience or hold particular certifications.

Strategic Challenges are those pressures that influence WASD's success. What are our challenges? One might be a high rate of economically disadvantaged students. Financial restraints, Department of Education unfunded mandates, and school board of director elections or instability can be strategic challenges.

Here's one from last week. **Values** are the guiding principles and behaviors that embody how WASD and its people are expected to operate. If we value ethical behavior, we need to demonstrate through behaviors and processes that we are indeed working ethically at every level of the organization.

Workforce Engagement is the extent of workforce members' (employees or our staff) emotional and intellectual commitment to accomplishing WASD's work, mission, and vision.

One final term for this week's topic is **Performance Excellence**. Performance excellence is an integrated approach to organizational performance management that results in the delivery of ever-improving value to students, other customers, and stakeholders, contributing to improved and ongoing organizational success. It is the improvement of your organization's overall effectiveness and capabilities. Finally, it is learning for the organization and for people in the workforce.

We'll look at Performance Excellence more at a later time, but this look at some terminology is a good start.

Reminder

There will be another survey coming out. It will ask a few questions in Leadership, Strategy, Customer Relations, Measurement/Analysis, Workforce Relations, Operations and Results. This survey is longer than First Day of School Survey, but it is also much more involved. It will give us something to measure ourselves by each year. We will issue this survey here in September, and then in the spring. After that, you'll only receive the survey in the spring of each year. Your feedback is important, so your time to take the survey is appreciated. Hopefully, the questions on the survey will provide you with a sense of what we hope to learn from the survey results.

This Week's Events

United Way will be kicking off a campaign with WASD this year. The campaign forms will be sent out September 12th and the deadline is October 2nd.

The Homecoming Football Game is this Friday, September 21st at the high school stadium. The Homecoming Dance is Saturday night in the high school gym.

The middle school held its first Parent Forum. These types of events align perfectly with WASD focus point this year. As you know, one focus this year is for WASD to improve communication with its stakeholders. The Parent Forum is a good example of connecting with parents. The high school held a parent forum on September 5th.

Piece of the Puzzle

This week we are recognizing Nic Erickson as a Piece of the Puzzle. Nic was nominated due to being a key player with the middle school transition this year. From blueprints to security camera installation, he attended planning meetings, made recommendations, ordered equipment, ran network cable lines, over saw the installation of white boards, projectors and phones. He managed the Access 4 All project putting Chromebooks in the hands of all middle school students. He was there for the Chromebook pickup times, held summer training sessions for staff, and spent the first week of school overseeing a smooth transition to the Chromebook environment.

Finally, if you are not aware, Nic was on vacation in St. Maarten (Caribbean) during Hurricane Irma. With so much devastation to the island and not able to leave, Nic helped the local people with trying to recover.

Congratulate Nic when you see him. 'Way to go, Nic!

Final Thoughts

When a team outgrows individual performance and learns team confidence, excellence becomes a reality—Joe Paterno.

Excellence is a continuous process and not an accident—A.P.J. Abdul Kalam.

We are what we repeatedly do. Therefore, excellence is not an act but a habit—Aristotle.

Excellence is the gradual result of always striving to do better—Pat Riley.

Excellence is to do a common thing in an uncommon way.

Have a great end to the week, everyone. Remember—our students have a better chance of success because you are part of this school district.

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