

Our Path to First Choice Update No. 8

Team,

Here is Path Note No. 8. Geesh, two months of school have passed already. 'Not sure about you, but I think this year is flying along!

Our Path Topic

The topic this week is the WASD Leadership Model. A couple of weeks ago, an administrative group attended a workshop on the purpose of a leadership model, and how to design one. After the workshop, WASD had a rough draft (see attached).



WASD Leadership
Model (draft).pdf

The purpose of the Leadership Model is to provide an organization with a common language or common thread for communicating a process for ongoing improvement. The steps are not rocket science, and will make common sense. However, as much as we probably do follow such a process, we also are likely to be inconsistent and rush to get things done. Therefore, the integrity for improving gets watered down.

The Leadership Model also communicates who we are as an organization, how we want to operate and what we care about. Again, it is also a form of communication; and, not only about leadership and process.

In the center of the model you will see stakeholders listed: students, families, team members (employees) and community. The students are the biggest stakeholder focus. But, if you look closely, the community is right behind it. The big one or "1st" number in the center represents First Choice. As you know, that is our focus, and a leadership vision. The "W", well, you probably can guess what that represents.

The inner circle of five words are those that have been gleaned from our Comprehensive Plan. Collaboration, Data Driven, Integrity, Inclusion and Innovation are all words of value that are important. As you continue to look at the model, the out ring includes the words Relationships, Trust and Communication. These are all words that align with our focus. We are focusing on people and communication, so these words ring loudly, and help frame how we should do things.

Let's look at the steps of the model. At the top (12 O'Clock), you will see *Determine & Balance Stakeholder Needs*. Pretty logical of a first step. We should look at the need of the student, the parent, the employee, the community, etc. when determining what needs to improve for that particular stakeholder. Second, *Set & Communicate Direction*. Once you determine the issues, you look at what needs to be done and make it clear to all that need to know. Once those steps are taken, *Develop*

Action Plan would be the next logical step. What actions need to be taken, by whom, when and how will it be measured? *Implement the Action Plan* is the next step. Putting the action plan into action—as the commercial said: “Just Do It”. Through a few of these Path Updates you have heard about measuring. We need to manage by fact and not guess or speculate how things are going. So, *Measure & Analyze Performance* makes sense as the next step. Look at results, survey information, process measurements, etc. Next, *Reward, Celebrate & Recognize*. This step is certainly aligning with our focus on people. Recognition and celebration is a big part of continuous improvement. WASD is going through this process this year. The needs of the district were examined, a direction was set, a plan developed, the plan was put in place, we are surveying and maintaining data and results, and we will have a celebration day at the end of the school year. How’s that for alignment and walking the talk? Now, we need to review the data—what we measured. What can we learn from what we implemented? How can we improve? If we implemented a new attendance plan, how many parents meetings occurred, and how many absence letters went out, and did attendance improve? Finally, you need to start over. Once we develop new programs, a new project, a new plan or whatever it may be, you need to start the process over in order to keep improving what you are doing. It is ongoing. This is why some organizations become world class. They do not settle for what they have.

This leadership model can be used not just by administrators, but by the school board, departments, grade levels, teachers, custodians, cafeteria, etc. It will take us years to see this in action in most areas of the district, but it is possible. Over time, we will learn more about it, and become much more comfortable with it.

At this point, we need your help. Your administrators and supervisors will share this model with you in order to get your feedback. They will gather that data and share it at one of the next administrative cabinet meetings. At that point, the model will be modified to reflect the suggestions and thoughts of our stakeholders. It is a long process, but worthwhile when everyone has a chance to review it and give input.

You have probably read more about this than you care to know at this point, but it is good stuff that will help us improve as an organization. Like anything worthwhile, it takes time. Stay tuned for more information.

Events

- There was a school board meeting this week.
- Just a reminder—the *Are We Making Progress* survey results are going through a process at this time. Nevertheless, the entire survey report will be shared in a future update. Your participation is appreciated. It gives us a starting point for which to measure improvement.
- A big thank you to all staff for the use of the Ticket Process for Technology and Maintenance. My understanding from maintenance is that it is going well, and the process is helping them be more efficient and more on time. Kudos to everyone!
- Monday’s Middle School Ribbon Cutting Ceremony was postponed. Once a date is solidified, we will let you know.

Piece of the Puzzle

Mary Fleagle, our team member at the office window of the middle school who greets you with a smile, has been nominated to be a Piece of the Puzzle. Mary is invaluable to WAMS. She keeps up with the demands of daily attendance, works with parents, guides students, and encourages everyone. Mary does not like attention, but this time she won't get her First Choice. She has "no choice"—congratulations, Mary, for a job well done! When you see Mary, congratulate her for being a Piece of the Puzzle.

Final Thoughts

Success just doesn't happen. It's planned for.—Anonymous

A goal without a plan is just a wish.—Anonymous

The backbone of success is...hard work, determination, good planning, and perseverance.—Mia Hamm

People with goals succeed because they know where they are going. It's as simple as that. —Earl Nightingale

Always have a plan, and believe in it. Nothing happens by accident. —Chuck Knox

Have a good end of the week. You do so much for our students, and we need to celebrate that. The weekend is coming, and we need it more this week. When we have a day off, it seems like the week is longer.

Tod

