

Our Path to First Choice No.2
2018/19

Everyone,

Welcome back! It is exciting to have you back to work with our students for the 2018/19 school year. Please know that we appreciate all you do, and you do make a difference.

Our Path Topic

Our 2018/19 Strategic Plan is about ready to go. Although there are 2-3 target numbers we need, we can start the work. Many things are in process, but many yet to start. Today, we will look at our first objective.

WASD plans to ***‘Continuously improve the district culture and climate.*** The areas in which we plan to focus are communications, relationships, social emotional learning, attendance, transparency, ethics process, strategic focus, retaining employees, and stakeholder trust and support.

We plan to measure our success in achieving this objective through stakeholder satisfaction with communication, stakeholder trust/support, staff and student attendance rates, number of students appropriately referred for Tier 2/3 social emotional learning interventions, and employee turnover rate.

Our Targets are:

- 95% of our students will miss less than 15 days annually by 2023/24 school year.
- 95% attendance (sick & unpaid leave) of their contracted work year by 2023/24.
- 80% parent satisfaction with District communication by 2021/22.
- 90% employee satisfaction with District communication by 2021/22.
- XX% retention rate for support staff (no % due to not having current rate accumulated, yet)
- At least one Admin/Board activity by 2021/22.
- 100% audits with no penalties and no repeated finding from one to next audit by 2023/24.

Some of the initiatives to achieve these targets are:

- Establish an Attendance Team.
- Continue Check and Connect (6-9).
- Establish Elementary Student Assistance Program.
- Develop a place on website for processes for easy stakeholder access.
- Setup & train on SAIP module in Sapphire.
- Establish month recognitions and awards for attendance.
- Develop a District newsletter.
- Finalize Tier 1 curriculum for every course.
- Develop list of activities to include all Team Members.
- Develop Administration/Board activity.
- Provide training to appropriate staff pertaining to audit.

Over the next few weeks we will learn about each of our WASD Strategic Objectives. Throughout the school year, we will revisit each to learn more about progress. This approach is new, and will take a few years to establish the process. Nevertheless, great organizations operate with such strategy. Again, with being more strategic, the organization becomes more aligned with its goals and objectives, more accountable, and more focused.

Board Information and Policy Updates

- Attached are. 105—Curriculum, 126—Class Size, and Language Instruction for English Learners.
- The Board has a meeting with Tax Collectors at 6:15 PM and the Regular Meeting at 7 PM on August 28th in the Clayton Avenue Board Room.

Piece of the Puzzle

The Piece of the Puzzle will begin in next week's Path Note. Stay tuned!

Advisories***Teacher Advisor for 2018/19

Stakeholder advisory groups will be starting again this year. Anyone interested in participating in the **Teacher Advisory** for the 2018/19 school year please email me. The advisory holds a seat for each elementary school and two from each of the secondary schools. We meet once per month at 3PM. If we get more than one person from a building, we have a neutral party (Jane Helman) pick the name at random.

Teachers of the Year

Congratulations to our Teachers of the Year for 2018/19. Brenda Slick and Sharon Stanley were nominated as WASD's Teachers of the Year.

Review for You

What's an OFI?

Events

- August 20th, our Pre-school programs start throughout the community. We have a class at Mowrey and one at the High School.
- WASD Comprehensive Kindergarten began today. This will be the first day for the male kindergarten students. Tomorrow the girls begin. Monday, August 20th, all kindergarten students begin.

Review Answer

An OFI is an Opportunity for Improvement. This is an acronym used in a constructive way to show an area(s) that need improvement.

Final Thoughts—

- *Don't live life anyhow, else you get anywhere. Plan your life somehow and you can get somewhere. A slow plan is better than no plan.--Israelmore Ayivor.*
- *Every effective winning strategy is mapped out by focusing on the desired end goal.—Wayne Chirisa.*
- *A strategy is multi-dimensional planning, multi-team collaboration, and multitasking action.—Pearl Zhu.*
- *This process of breaking the old habits and making new ones requires strategic planning. Your vision is your why, while your strategic plan is your how. Even though the details are essential and knowing your numbers are important, it is the burning desire in your heart that will get you to the outcome you expect.—Farshad Asi.*
- *Strategic planning should be more about collective wisdom building than top-down or bottom-up planning.—W. Chan Kim.*

Check out below the photo during the Opening Day activities from last week. Be careful if you see these people. They'll pull you into anything! Have a great rest of the week!

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