Our Path to First Choice No.33
2018/19

Everyone,

With April showers and sun comes testing. Ugh. Here's Path Note No. 33.

Our Path Topic
Everyone deals with processes everyday of our lives. It might be the process of driving to work or going through the grocery store checkout. Whatever the process, we are part of many.

It is important for organizations to understand what are its Key Work Processes? As you know, a process is a series of repeatable steps or actions in order to achieve a particular result. Key Work Processes are the critical ones to achieve the intended outcomes.

In our organization, we have two Work System of Academic and Customer Services and Support Work System. Within each of those systems, we have Key Work Processes. Here are some examples of Academic and Customer Services.

- Creating a Safe Environment
- Developing Curriculum and Instructional Materials
- Teaching and Learning
- Student Support Services and Programs
- Managing Transportation
- Customer Relationships

Under Support Work System, we have:

- Developing and Engaging Staff
- Managing Facilities
- Managing Information and Knowledge
- Managing Supplier, Partner, and Stakeholder Relationships
- Planning Budgeting and Monitoring Performance

Those are key work processes in a school district. There are various supporting processes under each one of those, but these are the key ones.

More to come on these in the future. Great organizations gave good approaches, deploy the processes well, learn and improve from the process, and can integrate the processes within the organization.

At WASD, over the next few years, we will be working to identify our key work processes, and work to document and improve those processes.

Board Information and Policy Updates

- Next School Board Meetings
  - April 23rd is the last board meeting for the month—held at Clayton.
  - April 29th is the Academic Committee Meeting at 9am.

You may check out District policies by going to this site: https://www.boarddocs.com/pa/wayn/Board.nsf/Public

<u>A Challenge for You</u>
What is a work system?

<u>Piece of the Puzzle</u>
This week's Piece of the Puzzle is the Mowrey teachers, admin, and support staff. Mowrey Elementary was nominated for the great Mowrey Pride event last week. The Record Herald had wonderful coverage of the school for super PR. A video was filmed and premiered on April 12th. The students absolutely loved it. It was a very positive experience for Mowrey students. Congratulations, Mowrey! Go Mustangs!

<u>*Challenge Answer</u> **(Important to Know)**
A work system is a system of processes that helps your organization accomplish the work needed to provide the services intended to deliver to the students and the customer.

<u>Final Thoughts</u>
- *Standardized testing has swelled and mutated, like a creature in one of those old horro movies, to the point that it now threatens to swallow our schools whole.—Alfie Kohn*
- *Sometimes the most brilliant and intelligent minds do not shine in standardized tests because they do not have standardized minds.—Diane Ravitch*
- *Dear students, Test scores do not determine your future. You can BE and DO anything. Sincerely, Your Teacher.*
- *The whole testing culture in schools has been a big, expensive, failed experiment on children.—Ken Robinson*
- *I became a teacher to help students pass standardized tests.—No teacher ever said this.*

Enjoy the rest of your week!
Tod