

Our Path to First Choice No.3 2019/20

Everyone,

Here's Our Path note. Thank you for all you do for our students!

Our Path Topic

This 2019/20 School Year, WASD is implementing a new organizational tool. That tool is called a Scorecard (sometimes called Mile Markers, Progress Tracking, etc.). Some call it a Balanced Scorecard. It is a strategic approach to ongoing improvement. It is a way to measure and provide feedback to an organization on its progress, or lack of it. It is also a tool that helps organizations maintain focus and direction.

WASD has started to implement a scorecard, but it will take a couple of years to imbed the process to a higher level of engagement and progress. Nevertheless, we have to start somewhere. From the Clayton Team, Administrative Cabinet, building, department, grade level, or an individual, scorecards may be utilized.

The scorecard reflects the strategic plan. It includes the strategic objective, the initiatives, measures, and targets. In addition, it includes progress monitoring. It includes the baseline for progress, current performance with the objective, and is the organization on or off the target. Organizations maintain the progress in different ways. There seems to be no one way to do these, but it should monitor progress.

One of WASD's objectives this year is to develop a tracking process for *First Choice*. It is part of our overall objective to have 95% of our students realize their *First Choice* upon graduation by 2023. A tall order. We are in the early and developing stages of this objective. Nevertheless, a team has been organized, and the process for developing a tracking system is on its way. The scorecard is a way to monitor and push our progress through the process.

Board Information and Policy Updates

- Next School Board Meetings.
 - September 9th is the next Policy Committee Meeting.
 - September 10th is the next Regular School Board Meeting. Mrs. Kathy McCool will be presenting WASD's new Onboarding process for new employees.

Communication Survey

- Attached you will find a copy of the Communication Survey Presentation given to the school board by Dr. Diane McCallum on August 24th.

You may check out District policies by going to this site:

<https://www.boarddocs.com/pa/wayn/Board.nsf/Public>

A Challenge for You

What is the difference between the comprehensive plan and the strategic plan?

Teacher Advisory for 2019/20

Over the last two years, we have held a Teacher Advisory. A representative from each building was part of a team that meets with the superintendent to discuss issues and concerns regarding the education of our students. It is not a meeting to discuss personnel or collective bargaining issues since there are other venues for those concerns. It is strictly about how to improve student learning and achievement.

If you are interested in being on the advisory, please let me know. The group meets once per month from about 3:45 pm to around 5 pm. Each year, a newly selected group of representatives serves on the Advisory. A number of outcomes have occurred from these advisories. Most recently, the Inspire classrooms and the “Relationship Day” at the high school are just two examples. The group has had influence on policies, safety concerns, and curriculum. The notes from the meetings are shared with administration and various board meetings as committees.

If you are interested in serving on the Teacher Advisory this year, **please let me know by emailing me.** It has been a truly superb opportunity for feedback and input.

Piece of the Puzzle

This week the Piece of the Puzzle is for a person that has already invested hundreds of hours beyond his responsibilities during this new school year. He is here for an entire week in August and throughout the summer for rehearsals and writing of shows, sewing uniforms, fixing instruments, and even seen bandaging students that have injuries. He works tirelessly to lead the Marching Band and can't think of a more fitting person to receive recognition. He definitely goes above and beyond for our students. Congratulate Chris Ritter for being the Piece of the Puzzle this week. Kudos, Chris!

***Challenge Answer (Important to Know)**

In essence, there is really no difference between the Comprehensive Plan and the Strategic Plan. PDE requires each school district to do a Comprehensive Plan. The purpose is to provide direction through a collective approach involving local stakeholders. The irony is that PDE does not require districts to follow through with the plan. The only monitoring or requirement is that the district use the provided process and document to devise the plan.

The Strategic Plan is the plan we use locally at WASD. It is not required by PDE or by the Board, but is an administrative prerogative to implement such a plan. Quality organizations have and implement strategic plans. WASD is utilizing that practice.

Final Thoughts

- *A mere 7% of employees today fully understand their company's business strategies and what's expected of them in order to help achieve company goals.—Robert S. Kaplan.*
- *What you measure is what you get.—Kaplan & Norton.*
- *We are looking for all our processes to have a key set of measures, like a balanced scorecard. What is the customer side? What is the employee side?—Dale Weeks.*

- *However beautiful the strategy, you should occasionally look at the results.*—Sir Winston Churchill.

Enjoy the rest of your week!

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ons_Survey_Update_