

Our Path to First Choice No.1
2019/20

Everyone,

This is the first Path Note for this school year. The Path Note will usually be sent out each Wednesday, but sometimes it may be a day or two late. The note will have a topic about our direction as a district, some of the initiatives we are doing as a district, school or department, or just for us as people.

Our Path Topic

It is important we know our direction as an organization. Our Opening Day event covered it, but let's make sure we know the direction we are moving.

We have five overall strategic objectives. In our strategic plan, each objective has ways we plan to measure our progress, the target we want to hit, the initiatives we plan to implement in order to hit the target, and when we hope to achieve the objective. This path note will cover each objective, but list only the new initiatives. Again, these are only the new initiatives. We are still continuing many of last year's initiatives. Here you go.

- Climate and Culture
 - More frequent parent communications and establish a new website.
 - Develop and deploy organizational performance reviews at the district and building/department levels.
- First Choice for Students
 - Define the process for managing First Choice
 - Define the process for course/curriculum development.
 - Deploy policy requiring doctor notes for students absent more than three days.
 - Develop a plan for Social Emotional Learning that addresses trauma-sensitivity and needs of all students.
 - Adopt Mass Customized Learning approaches.
 - Develop social/emotional programs for students.
 - Identify individual student needs and develop approaches to meet them.
 - Deploy alternate standards for Special Education students.
 - Develop common assessment (where needed) and improve process for using resulting data.
- Cultivate a First Choice Staff
 - Improve staff attendance
 - Modify benefits for staff: buy back sick days, flexible benefits, and increased pay in lieu of benefits.
 - Process for sharing external Professional Development.
 - Implement an Onboarding new staff process.
- Identify, Develop and Deploy Technology and Processes to Support WASD's Success
 - Implement a Process Development Toolbox.
 - Improve segmentation of data.
 - Develop process for analyzing and using survey data.
 - Develop approach to simplify input of student performance data (e.g., common assessments).
 - Develop scorecards for district and building/department levels.

- Balance Fiscal Needs with WASD's Strategic Objectives
 - Understand stakeholder needs for information.
 - Communicate financial information to building/dept administrators and supervisors to share with staff.
 - Encourage the redirection of cost reduction/savings to initiatives.
 - Eliminate duplication of services
 - Improve process for processing time sheets.

Board Information and Policy Updates

- Next School Board Meetings
 - August 27, 2019 is the next regular board meeting.
 - September 9th is the next Policy Committee Meeting.

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

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

A Challenge for You

With First Choice, we are looking at graduation and requirements. Should it look the same for all students? How should student career goals impact what they achieve? So let's ask this question:

How many credits does the State of Pennsylvania require a student to graduate?

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.

Annual Report

Each year, the superintendent is required to complete an Annual Report to the school board. It tells a story about the completed school year, and makes recommendations for moving forward. In addition, the Annual Report provides the school district with data and a chronicle with what had occurred in the district that school year. You will find WASD's Annual Report attached.

Piece of the Puzzle

This year the Piece of the Puzzle will change slightly. Although we know, we have departments and groups that certainly meet the criteria of going above and beyond, this year the Piece of the Puzzle must be one individual. After the individual is announced in that week's Path Note, a gold puzzle piece pin will be sent to that individual. Please wear your pin proudly, because we are proud of you.

This week's Piece of the Puzzle is Shelly Barnhart. Shelly tirelessly works to keep the printing on time and in the hands of those who need it. During the school year, she comes in early to drive a bus. Then she spends the rest of her day printing for the District. After all that, she goes back to driving the bus to take students home. Shelly has a bright, positive attitude every day and is a delight to work with despite all the hard work she does. She is definitely worthy of going the extra mile. For that, she is our Piece of the Puzzle this week. Congratulations, Shelly!!

*Challenge Answer (Important to Know)

Students must earn 21 credits in order to graduate and earn a high school diploma. The credits consist of 4 credits in English, 3 credits in math, 3 credits in science, and 3 credits in social studies. In addition, a student needs 2 credits in Arts/Humanities, 1 credit in Health and Physical Education, and 5 additional credits from those approved for graduation or vocational education courses (PA Statute 57.31)

Final Thoughts

- *Following the rules leaves a completed checklist. Following your heart achieves a completed you.*—Ray Davis.
- *You don't learn to walk by following the rules. You learn by doing, and by falling over.*—Richard Branson.
- *No one ever made a difference by following the rules.*—Heather Killough-Walden
- *It's hard to explain, but it's related to me know that for every moment of beauty this place gives me, I probably miss a thousand more. And I want them all. I swear I'd live on the dunes if I could. I was born out of my time. I should have been around during the end of the eighteenth century, when the Romantic Era kicked off, and writers and artists were obsessed with nature: the ocean, the mountains, the sky. And they believed in following their own path, experimenting, not blindly obeying rules. I found a quote by Henry David Thoreau.*—Kirsty Eagar.
- *When all else fails, follow the directions.*—Anonymous.

Enjoy the rest of your week!
Tod