

Our Path to First Choice No. 10  
2019/20

Everyone,

Here's Our Path note. A day later than normal. Thank you for all you do for our students!

Our Path Topic

The *First Choice* Leadership Team is working to develop *First Choice* at the elementary, middle and high school levels. As they implement our strategic objective, they are using a strategy or tool called a "Logic Model".

A logic model is a sort of road map that provides a connection between the activities, resources, outputs, outcomes, and impact on your program. It shows the connections between your program's activities and initiatives and the intended effects.

The Logic Model has also been identified as a road map, conceptual map, pathways map, mental model, blueprint for change, framework, chain of causation, or a change model. You might consider it to be between a strategic plan and an action plan. It is a tool to help realize change.

The Logic Model will depict the Inputs (various resources available to support the program as staff, materials, curricula, funding, and equipment). Those Inputs lead to Activities which are the action components of the program like develop or select a curriculum, write an action plan, implement a curriculum, train teachers, pull together a coalition, etc. These are sometimes also called process objectives. The Outcomes are the desired results of the program. These include short-term, intermediate, and long-term outcomes.

Over time, we hope to expose everyone more to the Logic Model. It is a tool for accomplishing our objectives, so it is critical everyone knows what it is and how to use it. Stay tuned for more on the Logic Model.

Board Information and Policy Updates

- Next School Board Meetings.
  - November 12<sup>th</sup> is the next Board Meeting held at the high school auditorium to recognize fall athletes, musicians and others.

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

**The New WellSpan Clinic**

Located at the high school in the new Early Learning Center, the WellSpan Walk-In Clinic. More photos of the clinic below. **Hours starting October 28<sup>th</sup>:**

- **Monday and Friday- 7am to 11am.**
- **Thursday- 3pm to 6pm**

**\*\*You can still get your flu shot today in the WellSpan Clinic from 3pm to 5pm.**

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## A Challenge for You

Why are systems important to *First Choice*?

### Piece of the Puzzle

This week's Piece of the Puzzle is Randy Fogle. Randy is a very dedicated and committed individual to WASD. No one seems to know if he has ever refused or said no to do something for someone. He works evenings and weekends to go the extra mile. Randy has developed processes in his department to improve the efficiency and effectiveness of the tasks and jobs needing completed. The developed processes have saved money for WASD. He cares about people, and more about students. That is why Randy Fogle is this week's Piece of the Puzzle. Congratulations, Randy!!

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

A system is a set of processes that maps out how something is being done. It is an organization of processes and procedures leading to a result. Sometimes, intended to lead to a result, but may fail. This is important to our development of First Choice. It is a critical system of developed processes from PK to 12<sup>th</sup> Grades in order to assure each student has the same opportunities, and the opportunities have a clear path to the intended results.

### Final Thoughts

- *Eighty-five percent of the reasons for failure are deficiencies in the systems and process rather than the employee. The role of management is to change the process rather than badgering individuals to do better.*—W. Edward Deming.
- *94% of our problems are systems driven and only 6% are people driven.*—W. Edward Deming.
- *Spend time upfront to invest in systems and processes to make long-term growth sustainable.*—Jeff Pratt-CEO of SkyZone.
- *Systems thinking is a discipline for seeing wholes. It is a framework for seeing interrelationships rather than things, for seeing patterns of change rather than static snapshots.*—Peter Senge.

Enjoy the rest of your week!

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**\*\*\*FREE Holiday Wellness Workshops will be offered in Waynesboro Hospital (Birthing Center) on November 14<sup>th</sup> from 5-6PM. Learn how to stay healthy this season as you discuss different ways to stay moving, choose healthy foods, and manage stress with a registered dietitian and exercise specialist.**

Register today at <https://summithealth.org/holidaywellness>