

Our Path to First Choice No. 12 2019/20

Everyone,

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

Our Path Topic

Over the last couple of years, WASD has implemented an Attendance Committee to look at ways to monitor, improve and incentivize student and staff attendance. Student and staff attendance is part of our strategic plan. For good reason, students learn better, when they and the everyday teacher are in class.

Student Attendance

- Nine (9) of every 100 students (9%) are on pace to miss 10% of the school year. The 2018/19 school year saw 10% of students missed 10% of the school year.
- The Check and Connect program, incentives and other programs are in place to try to improve student attendance. In addition, the county agencies and district magistrate have been involved working with WASD to explore ways to improve student attendance.

Professional Staff Attendance

- **In 2018/19—73 of 286 (26%)** of our professional staff **used more than nine (9) sick days. Seventy-four (74%)** of our professional staff **attended work 95% of the school year** (not including professional, personal or emergency days). Thirteen (13) professional staff had perfect attendance last year.
- **In 2019/20—22%** of our professional staff have **used three (3) sick days the first quarter** of this school year. This does not include personal, professional or emergency days. If the pace continues, **22% (63) of the professional staff will miss 12 sick days this year.**
- According to the US Bureau of Labor Statistics (2018), the absence rate for a full-time wage and salary workers is **2.8% (both private and public sectors)**--reasons—Illness, Burnout, Childcare, Family & Personal Obligations, and Tardiness. **In 2015, the School District of Philadelphia** reported an absenteeism rate for **professional staff at 6.1%**--more than twice the national average.
- The committee continues to explore ways to improve staff attendance.
- The WASD has added an on-site (high school) WellSpan Convenience Health Center for easy access with little to no waiting. In addition, WASD is working to implement a staff childcare facility.
- The committee will have a survey go out to staff this year to help understand the challenges and learn how to improve.

Board Information and Policy Updates

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

- o November 19th (correction from last week) will be the Budget Committee's Town Hall Meeting for the purpose of explaining the actual costs of things beyond the District's control.

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.

Hours starting October 28th:

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

A Challenge for You

What is Servant Leadership?

Piece of the Puzzle

This week's Piece of the Puzzle is Shannon Browning. Shannon has been leading the high school cafeteria program over the last number of years. However, the addition of breakfast carts, and, now with the Pre-Kindergarten classes in the Early Learning Center, she faces these challenges head on without complaints. She continues to find new ways to help students with their nutrition and happiness.

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

Servant Leadership (Robert Greenleaf) focuses more on mentoring, sacrificing, caring, being non-judgmental, and sincerity. This approach is in stark reversal of the Taylor Scientific Management style of the early 20th century that focused on the boss, negativity, impatience, self-serving, and dishonesty.

Final Thoughts

- *The servant leader is servant first. It begins with the natural feeling that one wants to serve, to serve first. Then conscious choice brings one to aspire to lead. That person is sharply different from one who is leader first.*—Robert K. Greenleaf.
- *As we look ahead into the next century, leaders will be those who empower others.*—William (Bill) H. Gates III.
- *Servant-leadership is all about making the goals clear and then rolling your sleeves up and doing whatever it takes to help people win. In that situation, they don't work for you, you work for them.* —Ken Blanchard.
- *True leadership must be for the benefit of the followers, not to enrich the leader.*—John C. Maxwell.
- *Organizations exist to serve. Period. Leaders live to serve. Period.* —Tom Peters.
- *Servant leadership is the foundation and the secret of Sam Walton's ability to achieve team synergy.*—Michael Bergdahl.

Enjoy the rest of your week!

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*****FREE Holiday Wellness Workshops will be offered in Waynesboro Hospital (Birthing Center) on November 14th 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>