

# School Board Report Organizational Health

Prepared By:

---

Dr. Marvin Fairman

Presented by:

Rawly Sanchez

October 4, 2018

## Goal:

- To provide the Board of Education with an Organizational Health status report.

# Definition of Terms

**Goal Focus:** Goal Focus is the ability of persons, groups, or organizations to have clarity, acceptance, support and advocacy of goals and objectives.

**Optimal Power Equalization:** Optimal Power Equalization is the ability to maintain a relatively equitable distribution of influence between leaders and team members.

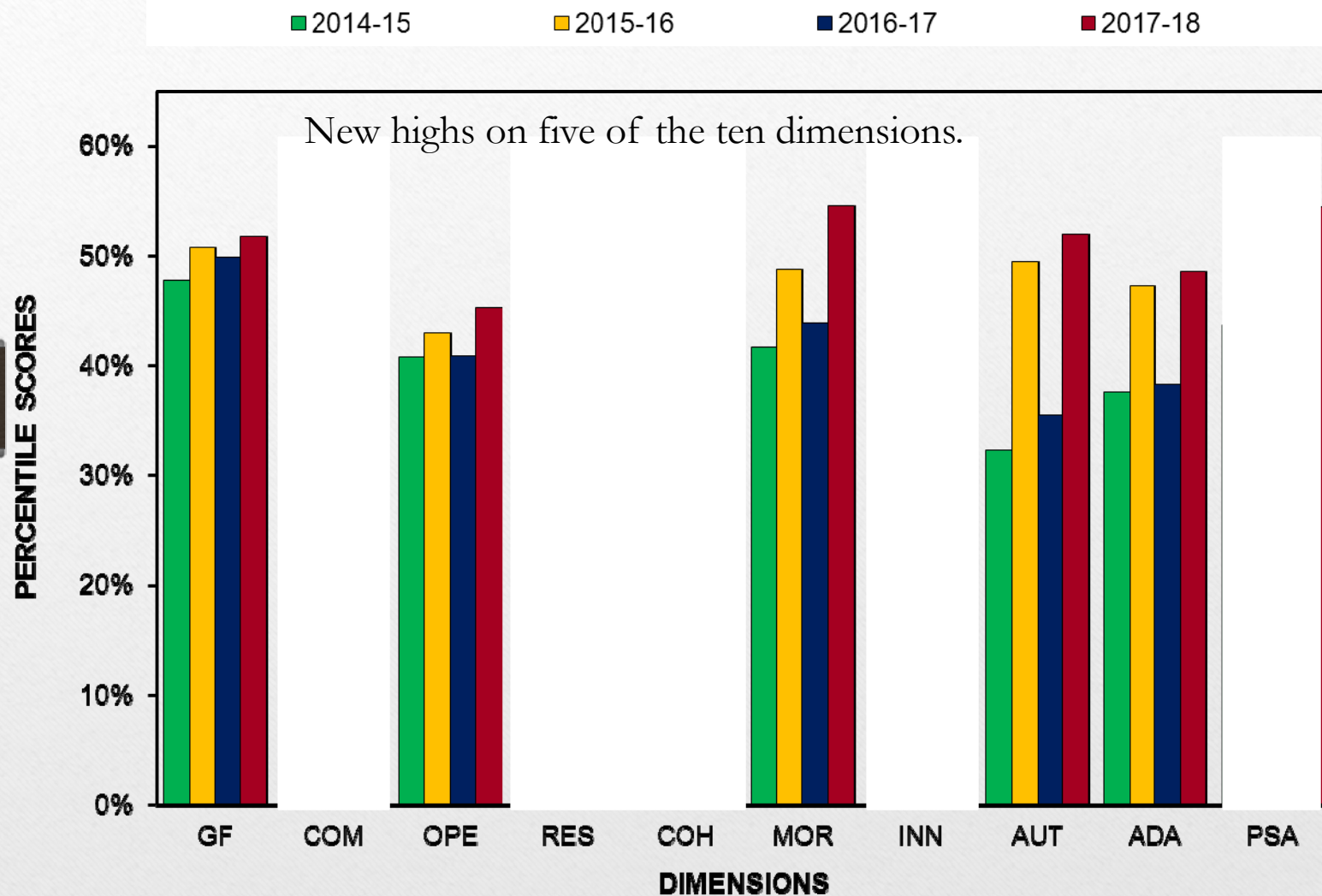
**Morale:** Morale is that state in which a person, group, or organization has feelings of well-being, satisfaction, and pleasure.

**Autonomy:** Autonomy is that state in which a person, group, or organization can maintain ideals and goals as well as meet needs while managing demands from outside.

**Adaptation:** Adaptation is that ability to tolerate stress and maintain stability while coping with demands of the environment.

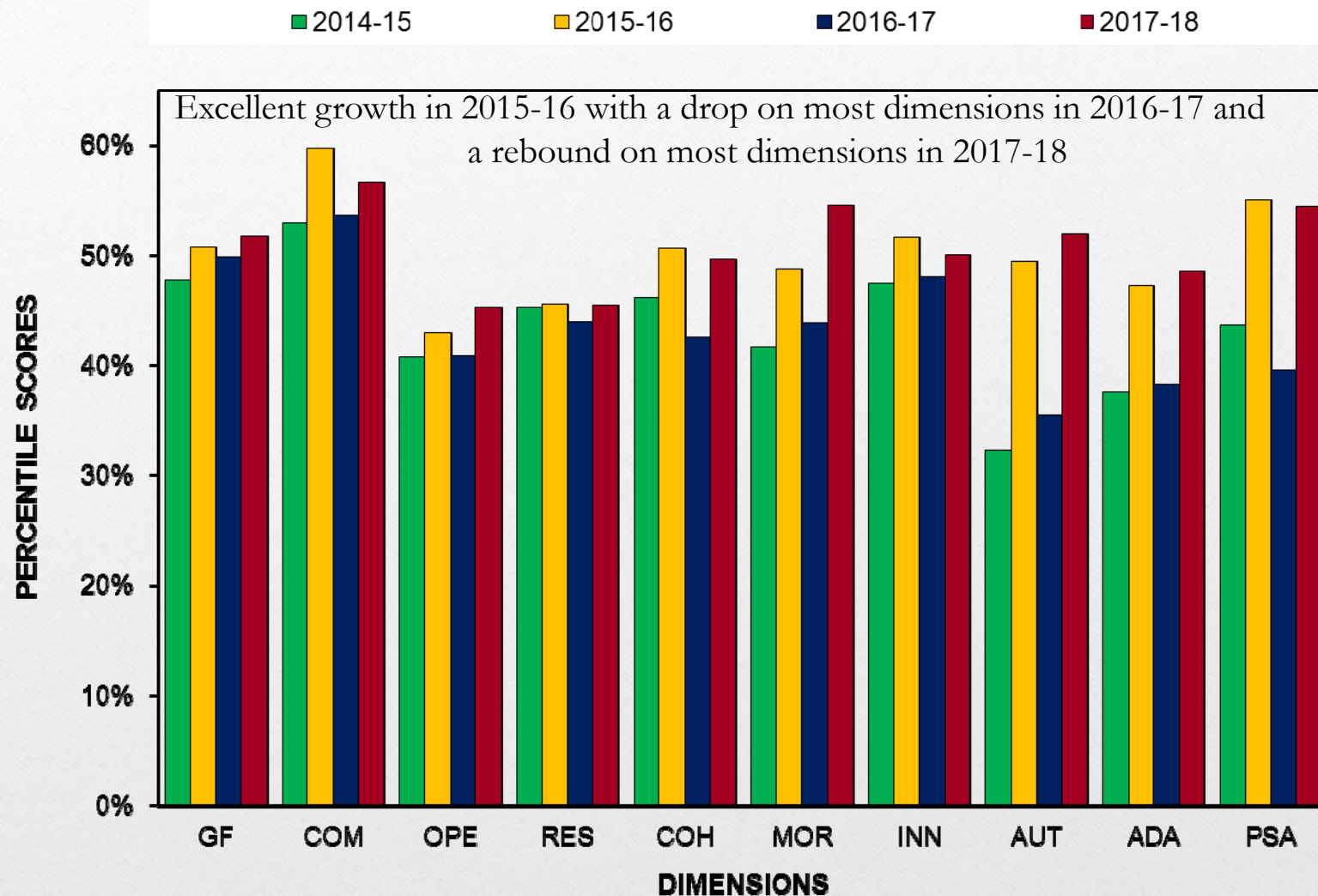
# ORGANIZATIONAL HEALTH PROFILE

4 YEAR OH SCORES (N=30)



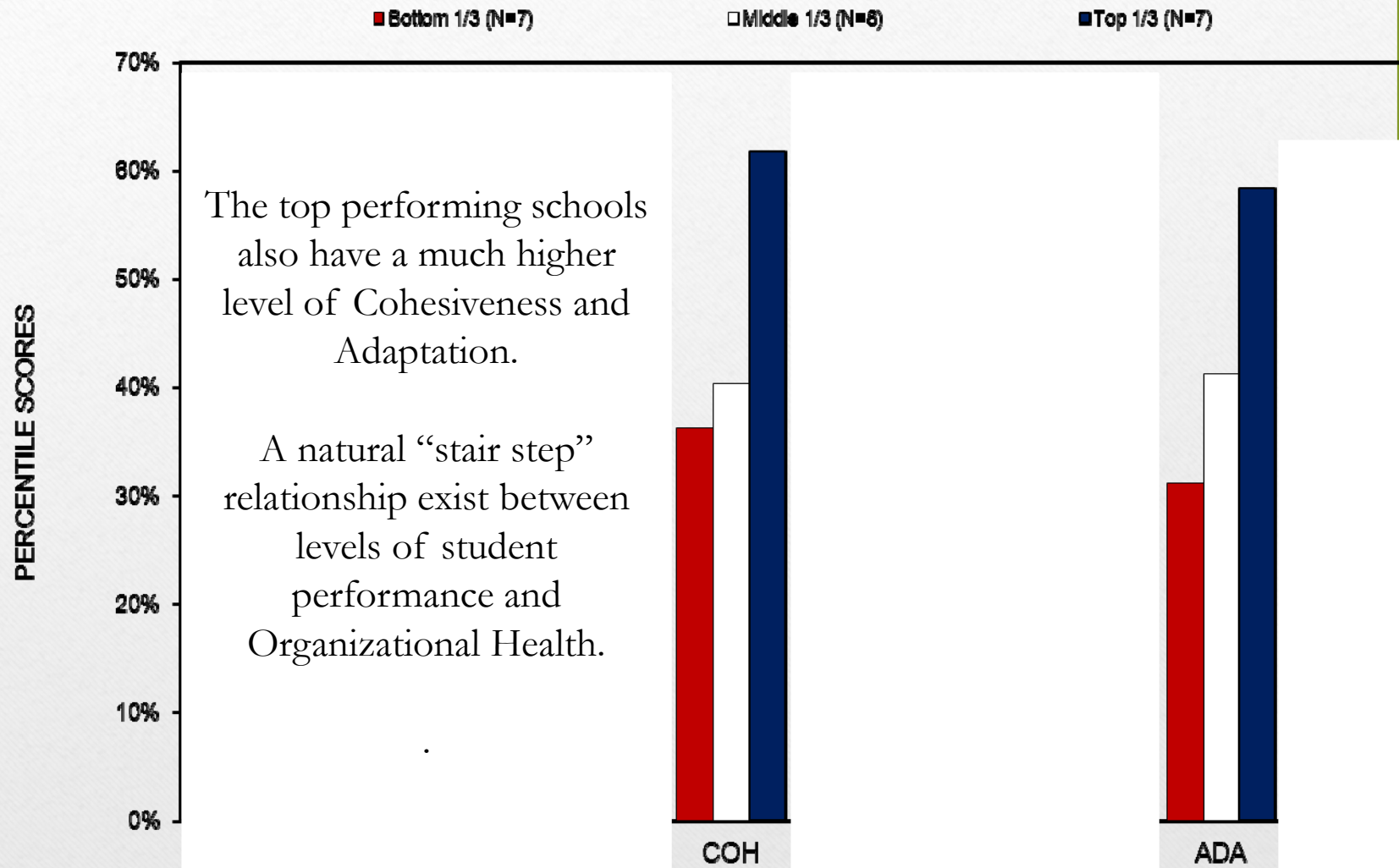
# ORGANIZATIONAL HEALTH PROFILE

4 YEAR OH SCORES (N=30)



# ORGANIZATIONAL HEALTH PROFILE

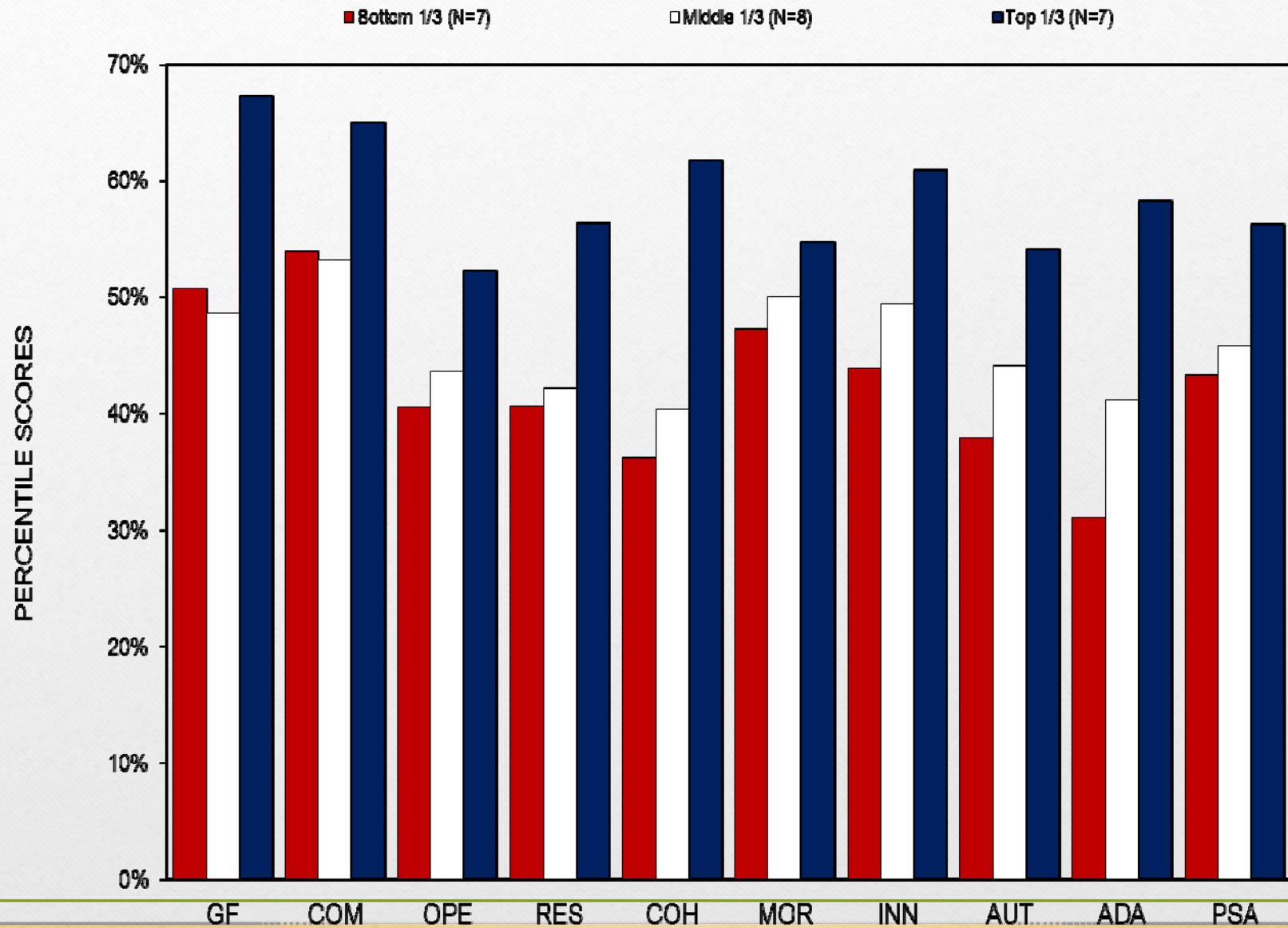
Student Performance - Elementary and Middle Schools (M,R,S,W) - Spring 2018



Composite OH profiles for Spring 2017 and 2018

# ORGANIZATIONAL HEALTH PROFILE

Student Performance - Elementary and Middle Schools (M,R,S,W) - Spring 2018



Composite OH profiles for Spring 2017 and 2018

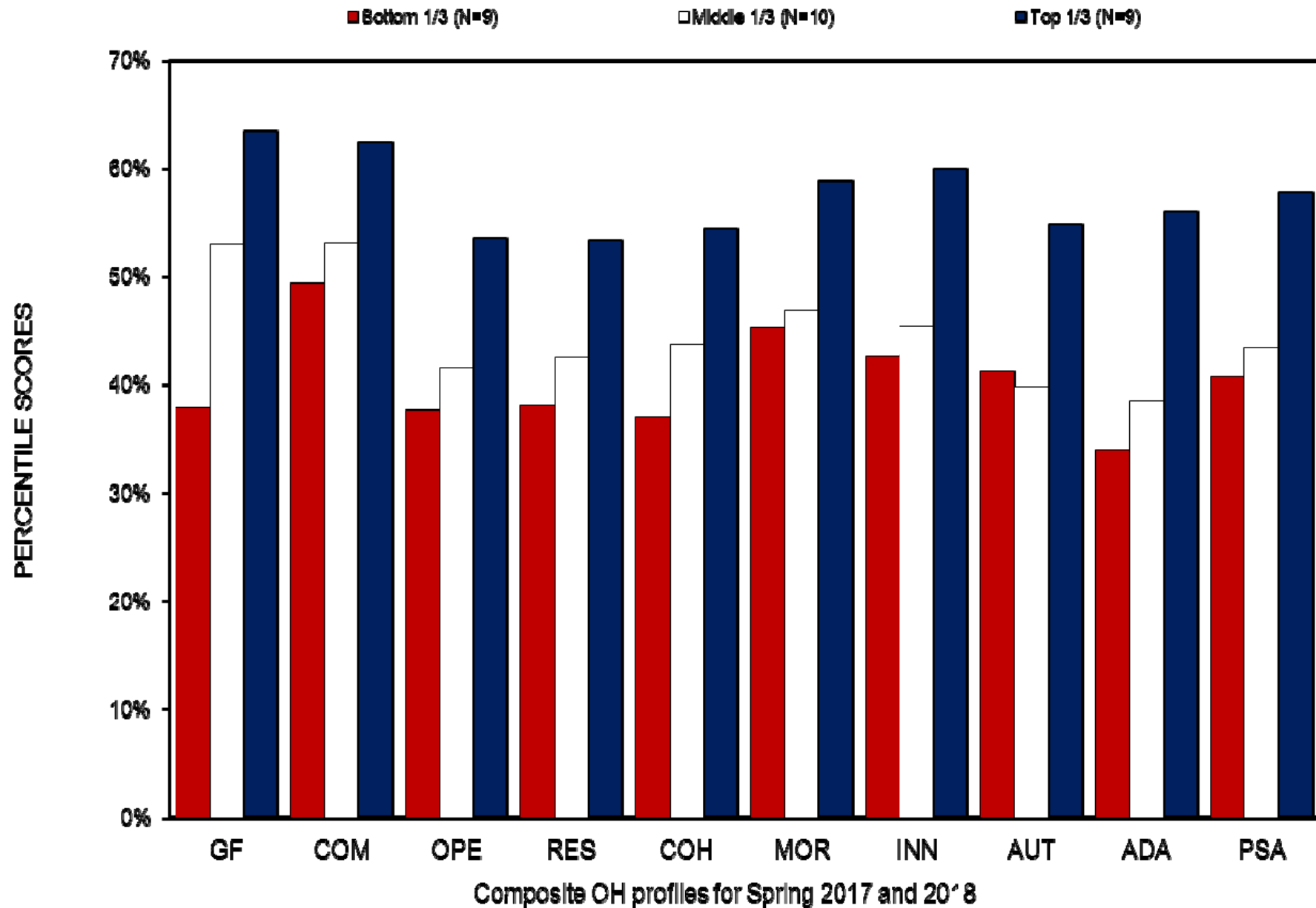
# The relationship between Organizational Health and Student Attendance (Spring 2018)

---

- The district provided an average daily attendance percentage for each of the schools for the 2017-18 academic year.
- Schools were ranked from high to low based on the attendance percentage.
- Divided the schools into the top, middle, and bottom thirds.
- The next graph shows a visual picture of these important relationships.

# ORGANIZATIONAL HEALTH PROFILE

Student Attendance in 2017-18



# MOST IMPROVED SCHOOLS

DOGAN MIDDLE SCHOOL - +65%

THREE LAKES - +48%

---

ST. LOUIS ECC - +46%

HUBBARD MIDDLE SCHOOL - +23%

CLARKSTON ELEMENTARY - +23%

## ***LEADERSHIP BELIEF STATEMENTS***

1. We believe all decisions should be consistent with our mission and goals, should be data based, should be anchored in sound theory and practice, and should be focused on what is best for the short and long term interests of all students.
2. We believe all decisions should be made at the most appropriate level in the organization and should be as close to the point of implementation as possible. The competency and commitment levels of those involved will help determine the appropriate level.
3. We believe our behavior should promote and encourage empowerment throughout our organization. Empowerment should be highly individualized and be a function of their development on the maturity continuum within the context of belief statement # 1.
4. We believe we have an obligation to establish and maintain cohesive interdependent teams that have a high commitment to the organization's mission and goals.
5. We believe our behavior should promote and encourage professional autonomy and growth from independence to interdependence for individuals and teams throughout the organization.
6. We believe that we have an obligation to build in quality control and quality assurance strategies throughout the organization. Building feedback loops into the system will assist leaders in aligning mission, strategies, structures, and systems to ensure quality control and assurance throughout the organization.