

Our Path to First Choice No.15
2018/19

Everyone,

Hopefully you had a nice and relaxing Thanksgiving. Three weeks after this week until the holidays, so we can do a lot of good for students during this time.

**Due to the snow make up day on the 27th, I decided to do the Update this week.

Our Path Topic

It is always good to review best practices, so here is one that is certainly a good thing to keep in mind when working on a project or goal.

We have looked at a performance excellence tool called ADLI. ADLI stands for Approach/Deployment/Learning/Integration. This is a device we have looked at a couple times. However, it is a best practice that needs repeated and revisited often. To achieve our vision of *First Choice* ADLI is critical to our success. Anyone can use ADLI and help one's project be more successful. Here is how it works.

Once you determine you have an objective/goal, and a project, follow ADLI.

- ✓ **Approach**—devise a plan that will achieve the objectives or goal you wish to meet.
- ✓ **Deployment**—deploy the plan to all those stakeholders that the plan involves. You must communicate the plan to all of those following through with the plan and to those that may be benefiting from the plan. Everyone needs to understand what is happening.
- ✓ **Learning**—learn from the plan. Learn from the results and the process to determine how the plan or project can improve. Build in ways to measure the success of the approach/plan. If the plan did not work, measurements may help you determine why it did not work. If not, you may be just guessing.
- ✓ **Integration**—how does this objective or goal fit in with everything else going on in the organization or within your own realm of duties? A personnel project will have an impact on just about every entity of a school organization. You need to understand the project's impact on other areas of the organization. WASD exploring the possibility of redistricting the attendance zones for the elementary schools will have an impact on kindergarten registration, new student registration, and transportation. It will also have an influence on the budget due to savings. Another area of integration will be the culture of the schools. WASD needs to be cognizant of these connections in order to make sure that the necessary changes made to those areas impacted.

ADLI is an oldie, but goodie. It is a tool, and it never wears. It is also a tool for looking at process; a way to measure the success of a process. This tool may be used to improve what we do as an individual and an organization.

Board Information and Policy Updates

- Attached are: **None this week.**
- Policy committee meets December 3rd at 1pm.
- The Board's next meeting is December 4th at 7 PM at Clayton Avenue. This meeting is the reorganization of board officers.

****Important Information**

This week a memo and FAQs sheets were sent out to all staff about our current project for redistricting of elementary school attendance zones. The communication documents will also be sent home with each elementary student. Please use the FAQs sheet and the memo to answer any parent, staff or community member questions. As more information arises, we will disseminate appropriately. Again, please understand, a proposed plan will be designed, but the school board must approve the plan before it would be implemented.

Piece of the Puzzle

This week's Piece of the Puzzle is Aaron Taylor. Mr. Taylor was on 2nd Street directing traffic earlier this fall when there was no crossing guard that day. Aaron was out there quite early trying to help the traffic, so it would flow better and create a safer situation. If you have ever experienced this joy to start your day (the traffic), you know that he deserves some kudos. If you see Aaron Taylor today, congratulate him for being the Piece of the Puzzle.

*Review for You

What is a strategic advantage?

Events

- December 4th—Fairview Ave.'s Band/Choral Concert at 7:30 PM.
- December 11th is early dismissal for students.
- December 11th—Hooverville Holiday Concert 6:30 PM.
- December 13th—Mowrey Holiday Concert
- December 13th—Summitview Holiday Concert 7PM at WAMS
- December 18th—Middle School Holiday Concert 7PM at WASHS

*Review Answer (Important to Know)

A strategic advantage is a market or natural benefit that exert a decisive influence on our organization's likelihood of future success. Penn State Mont Alto campus is located within WASD's borders. That is a strategic advantage. Having HCC and Wilson College so close are all strategic advantages. These schools provide opportunities for students and staff in expanding one's education and experiences.

Final Thoughts

- *When you learn and choose to turn every disadvantage to your advantage you become unbeatable.*—Kevin Abdulrahman
- *Heaven and earth, advantages and obstacles, conspire to educate genius.*—Henry Fuseli
- *One of the advantages of being disorderly is that one is constantly making exciting discoveries.*—A.A. Milne
- *The arts give us the tools to discover and celebrate our assets, and to transform our challenges into advantages. The arts connect us with our neighbors, and give us an opportunity to celebrate our differences.*—Jane Chu
- *The world is ruled only by consideration of advantages.*—Friedrich Schiller

Enjoy the rest of your week!

Tod