

Our Path to First Choice No.20
2018/19

Everyone,

It has been extremely cold this week—just nasty. Stay warm!

Our Path Topic

This week's Path Note is focusing on another district initiative towards "Achieving *First Choice* for Students". The initiative is early childhood education.

As you know, this year we went from last year's 34 qualified students receiving a pre-school experience throughout the school year to 87 students during the 2018/19 school year. Part of the vision for early childhood education is to focus on early childhood development. Our vision is to, eventually, have at least 200 qualified students participate in a pre-kindergarten program. Over 600 students in the Waynesboro Area School District qualify for such a program. Two years ago, no students received such a service. Thanks to the Pre-K Counts grant, we are servicing 87 students—a start, but a long way to go.

WASD is exploring the possibility of an early childhood center. The center would house at least three Pre-K, Head Start and/or daycare type of programs. This would provide more opportunities for quality childcare in the community. Through various community surveys it has been found is the lack of access to quality childcare. Many of the local childcare providers are at capacity, and parents make reservations and commit sometimes before the child is born.

The district is also exploring the feasibility of offering a childcare service for employees. The program will have to be self-supporting; therefore, it must have competitive prices as other daycare businesses in the community. There will be a survey coming out to staff in the near future. If you are a parent or expecting, please complete the survey. Your input would be valuable.

There is much more to come in early childhood education for WASD, but we have come a long way to this point.

Board Information and Policy Updates

- Next School Board Meeting—February 12, 2019 at 7PM in the Clayton Avenue Board Room

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

Piece of the Puzzle

This week's Piece of the Puzzle is Rhoda Kohler. Rhoda was recommended as a Piece of the Puzzle because of her help on January 11, 2019 at Mowrey Elementary School. Rhoda came to the nurse's office and volunteered to help with screening of students. She stepped out of her role as counselor and volunteered to help the nursing staff. Her resilience and willingness helps demonstrate her devotion to the students and staff. She is such an asset to Mowrey and a pleasure to work with. She truly demonstrates what teamwork can be. Congratulations, Rhoda! If you see her today, give her a big kudos.

*Review for You

What is a “systems perspective”?

Events

- February 12th—Early Dismissal
- February 18th—Presidents Day—No school students and teachers

*Review Answer (Important to Know)

Good organizations have a systems perspective. It means managing all the components of your organization as a unified whole to achieve your mission, ongoing success, and performance excellence. It is alignment—using key organizational linkages to ensure consistency of plans, processes, measures, and actions. It is Integration—builds on alignment, so that the individual components of your performance management system operate in a fully interconnected, unified, and mutually beneficial manner to deliver anticipated results.

Final Thoughts

- *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
- *94% of problems in business are systems driven and only 6% are people driven.*—W. Edwards Deming
- *In systems thinking, increase in understanding are believed to be obtainable by expanding the systems to be understood, not by reducing them to their elements. Understanding proceeds from the whole to its parts, not from the parts to the whole as knowledge does.*—Russel L. Achoff.
- *If I had an hour to solve a problem I'd spend 55 minutes thinking about the problem and 5 minutes thinking about solutions.*—Albert Einstein
- *85% 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

Enjoy the rest of your week!

Tod