

Our Path to First Choice No.24  
2018/19

Everyone,

Winter showed us this week it is still in control. Stay warm and dry!

Our Path Topic

We've looked at many organizational and leadership approaches and tools over the last year and a half. Change has also been a topic for Path Notes. One approach to change that has been a big part of a movement in Franklin County through the Healthy Franklin County "Hope from the Start" taskforce is Collective Impact.

Collective Impact (Stanford University) has been an approach used in many social improvements as education, health care, poverty and community development. An initiative must meet five criteria.

1. **Common agenda:** All participating organizations ([government agencies](#), [non-profits](#), [community members](#), etc.) have a shared vision for social change that includes a common understanding of the problem and a joint approach to solving the problem through agreed upon actions.
2. **Shared measurement system:** Agreement on the ways success will be measured and reported with key indicators by all participating organizations.
3. **Mutually reinforcing activities:** Engagement of a diverse set of [stakeholders](#), typically in multiple sectors, coordinating a set of differentiated activities through a mutually reinforcing plan of action.
4. **Continuous communication:** Frequent communications over a long period of time among key players within and between organizations, to build trust and encourage ongoing learning and adaptation.
5. **Backbone organization:** Ongoing support provided by an independent staff. The backbone staff tends to play six roles to move the initiative forward: *Guide vision and strategy; Support aligned activity; Establish shared measurement practices; Build public will; Advance policy; and Mobilize funding.*

Collective Impact is a strategy also used by corporate CEOs, small business leaders, non-profit and social-sector executives, government leaders, and community service practitioners across the country. Although it is a, somewhat, new concept, it is growing in use with much success.

Board Information and Policy Updates

- Next School Board Meeting—February 26, 2019 at 7PM in the Clayton Avenue Board Room
- Policies 103, 103.1, 104, 222, 247, 249, 323, 707, and 904 were reviewed and forwarded to the full board for a First Reading

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

A Review for You

Managing by Fact—how often do you say: *A lot of people think..., Many times we do..., Everybody believes...?* Do people really have the evidence to support those statements? So, what is managing by fact?

### Snow Make-Up Day

The make-up for Monday, February 11<sup>th</sup> is Tuesday, April 23<sup>rd</sup>.

The make-up for Tuesday, February 12<sup>th</sup> will be added onto the end of the year. We will be putting together a plan for that day. However, if more snow days occur, we will need to add additional days to the end. How we change those days need to be board approved. We may not have a final calendar approved until after the threat of snow days is passed.

### Piece of the Puzzle

Nicky Tosten goes above and beyond every single day to help children and adults be their own best. Never shying away from tough moments, she supports adults so they can better support children and build a stronger, more resilient community. She offers objective observations, non-judgmental advice, and practical solutions in difficult situations. She is truly a team player in every sense of the word and spends countless hours analyzing data, making recommendations, and writing comprehensive follow ups to keep teams working together to meet children's needs. Always willing to tackle anything, Nicky can be counted on to help build the skills of everyone with whom she works and make us all better through both accountability and advice. We simply couldn't be the Falcon Family or the WASD community without her! This is why Nicky Tosten is our Piece of the Puzzle this week. Congratulations, Nicky!!

### Staying Healthy

<https://mail.google.com/mail/#inbox/FMfcgxwBVglgdMcWhxmWnWkXNvGdncJB>

### Events

- February 18<sup>th</sup>—Presidents Day—No school students and teachers
- March Musical Pajama Game—

Tickets for this year's **All-School Production of The Pajama Game** at WASHS will be on sale for WASD staff on February 14th from 3-6pm at the WASHS box office. Adults are \$10 and children under 12 are \$6. Payment can be made using cash, check, or credit card. All other ticket sales will be online and begin February 15th. (Note: All ages are welcome at this performance, but due to the nature of some of the show's comedy, it is recommended for middle school-aged children and older.)

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

Managing by Fact is being evidence driven. We all make generalized assumptions and statements. However, WASD is working to manage more by fact. We are looking more at data and results. We also are measuring more processes and outcomes. With such information, we can make better decisions based on fact. Surveys, focus groups, and process measurement and results are some of the ways we are gathering facts to determine what we need to do.

### Final Thoughts

- *Collective Impact moves at the speed of trust.*—Greg Hills

- *Never doubt that a small group of committed citizens can change the world: Indeed it's the only thing that ever has.*—Margaret Mead
- *There is no power for change greater than a community discovering what it cares about.*—Margaret J. Wheatley
- *Alone, we can do so little; together, we can do so much.*—Helen Keller

Enjoy the rest of your week!

Tod