

Our Path to First Choice No.25
2018/19

Everyone,

Last week was a bit short due to winter. This week, so far, so good. Enjoy it!

Our Path Topic

Last week, we looked at how organizational and community change can occur through a process called Collective Impact. This week will be a quick look at going from Silos to Systems. Kilgore and Reynolds examined this a few years ago, and wanted to reframe schools for success by looking at our systems; or, lack of systems.

Researchers have found two types of organizational change. First Order Change—an extension of the past. The changes still function within the paradigm of the past. The other is Second Order Change—it breaks from the past outside the paradigm and values. John Kotter, who has researched change for over two decades, suggests there are several steps to successful change.

1. Establish a guiding coalition—get the experts and stakeholders in the room
2. Create a sense of urgency—needs to be a cause
3. Get the vision and strategy right—the vision needs communicated over and over
4. Secure buy-in—when stakeholders are involved, you can earn buy-in
5. Empower staff—provide leadership and opportunities to be heard
6. Get short-term wins—celebrate every win you get. Let people know the progress
7. Consolidate gains and expand scope of effort—as you gain wins, stretch the scope—continue to push the vision
8. Make it stick—Kotter says that the vision must be communicated 10x what you think it must be communicated. Once new practices and processes start to become routine, the vision and change is occurring.

There are always barriers to change. Forcing change can slow down change, or it can just prevent full change from occurring. Successful change requires trust, relationships, and communication. Without those gaining attention, success will be limited or voided. Lack of focus, confusion, uncomfortable leadership, lack of engagement, poor decisions, and lack of results are all elements that can prevent successful change.

Finally, the Naysayers. These people may be barriers to success. The saboteur who uses personal attacks to close down progress. The Pessimist Storyteller who reminds everyone of past failures or lost opportunities. The Keeper of the Nightmare who focuses on the dreams that went awry. The Negaholic who finds something negative about every new idea. The Prima Donna wants all the best for him or herself. Space Cadet who has no idea what's going on. The Martyr who expects others to see the enormous burden of any contribution he or she makes. And, lastly, the Deadwood who goes along for the recognition, but don't contribute.

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. The board approved the first readings.

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

A Challenge for You

What is Workforce Engagement?

Snow Make-Up Day

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

The make-up for Tuesday, February 12th and February 20th will be added onto the end of the year. We will be putting together a plan for those days. However, if more snow days occur, we will need to add additional days to the end. How we change those days needs to be board approved. We may not have a finalized calendar approved until after the threat of snow days is passed.

Piece of the Puzzle

Penny Sites is a para educator at Hooverville. She covers the office occasionally and recently was a lifesaver being secretary for a few weeks when HV was between hires. She is excellent with parents, students and staff members. Penny cleaned up the whole office, straightened out a number of issues and caught the school up on attendance excuses. She is one of the hardest workers. She not only came to the rescue in the office, but teachers say she is excellent conducting guided reading groups, managing student behavior and monitoring the cafeteria. Hooverville says they do not know what they would do without her. That is why Penny is this week's Piece of the Puzzle. Congratulations, Penny!!

Staying Healthy

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

Events

- March Musical Pajama Game—
Tickets for this year's **All-School Production of The Pajama Game** at WASHS will be on sale for WASHS 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.)

*Challenge Answer (Important to Know)

Workforce Engagement is the extent of workforce members' emotional and intellectual commitment to accomplishing the organization's work, mission, and vision. In general, workforce members feel engaged when they find personal meaning and motivation in their work and receive interpersonal and workplace support.

Final Thoughts

- *Collective Impact*

Enjoy the rest of your week!

Tod