

Our Path to First Choice No.27
2018/19

Everyone,

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

Our Path Topic

This week's topic is about process. WASD had a consultant work with the district on process. It may seem pretty innocuous at first, but the world's best organizations focus on process and improvement of process.

The research shows that 35% of all waste in organizations occur in their processes. Much of the problems with internal and external communication is due to process. Think about it, we usually have many ways that we as WASD communicate, but it might be how we are or aren't doing it that is causing the frustrations of those for whom we are trying to communicate.

Over the months and next few years, WASD will be working to improve process. We have some good ones, and we have some that need work. We also have areas we need process. Nevertheless, part of our strategic objectives is to improve processes.

However, we must consider a few best practices when we develop processes. Include a representative from each stakeholder group that is involved with the process. It is important that each stakeholder that is part of the process has input to share one's point of view. You must put together your approach (how will this process work)—Approach. You must consider Deployment. How do we get it to where it needs to go? Does everyone that uses it know what to do? How will we measure it? We need to measure in order to find out if it is working or not, and can we improve it? That means we must Learn from it. We must look at how it Integrates with everything else we are doing. When it snows, our maintenance crew has a process for removing snow. Our arrival time for staff and students must also be considered. Food service could be impacted by snow call process. The hours we have in school are impacted.

Finally, we must develop process maps of our key work processes so users know how to follow it. Parents need to know how to follow student enrollment or kindergarten registration. A map would help parents.

There's much more on process, but, for now, this is a good start.

Board Information and Policy Updates

- Next School Board Meetings
 - March 12th meeting will be held at Clayton Avenue.
 - March 26th's meeting will be held at the high school auditorium to recognize our winter athletes and other students.

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

A Challenge for You

When looking at data and results, what is segmentation?

WASD Childcare Survey

Attached is the WASD Childcare Survey. Although we found the survey results to be quite favorable to having a childcare program for employees, good questions were raised. If WASD moves forward with the program, those questions will need to be answered. A big thank you to everyone that participated in the survey. This is another project on the path to becoming a First Choice school district.

Another Early Childhood Development Partner

Another organization promoting early childhood development is the United Way. Attached are two flyers promoting an event for early childhood development and families.

Piece of the Puzzle

Cali Bosso, Katie Cook, Diana McKinley, and Cinnamon Singrey, Wendy Bricker, Sue VonRembow, and Alli Beaudry are our Pieces of the Puzzle for this week. After completing Fountas & Pennell testing in October, we learned that over half of our first graders were reading below grade level. This team was willing to try a new guided reading intervention by Jan Richardson called RISE. They started 32 of our struggling readers in the RISE intervention program in mid-December. Within six weeks, six of those students were already reading at grade level and the remaining RISE students were showing growth! Those six students have now returned to other guided reading groups and six new struggling readers have joined RISE. This first grade team was willing to try something new and have embraced this new guided reading approach. Most importantly, they were willing to do this because they knew it was what was best for their students.

Events

- March Musical Pajama Game—
Tickets for this year's **All-School Production of The Pajama Game** at WASHS can be purchased online. Adults are \$10 and children under 12 are \$6. . (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.)

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*Challenge Answer (Important to Know)

Segmentation refers to aggregating results data in a way that allows for meaningful analysis of your organization's performance. Understanding segments is critical to identifying the distinct needs of expectations of different students, other customer markets, and workforce groups and to tailoring programs and services to meet their needs and expectations. We don't just look at test scores. We may break them down into segments as elementary, middle, and high school. We segment into grade levels. We can segment into departments, maybe teachers, and several other ways. Segmentation happens when examining in other areas of our organization as food service with cooking, serving, and/or dishwashing. Also, maintenance can segment electrical, plumbing, carpentry, HVAC and so on.

Final Thoughts

- *The secret of change is to focus all of your energy, not on fighting the old, but on building the new.*—Socrates.
- *Unplanned process improvement is wishful thinking.*—Watts Humphrey.

- *Process improvement programs are like teaching people how to fish. Strategy maps and scorecards teach people where to fish.*—Robert S. Kaplan.
- *Life is either a continuous process improvement, or a terminal disease that we will all die from anyways.*—Randy J. Hinrichs.
- *It is not enough to do your best; you must know what to do, and then do your best.*—W. Edwards Deming.
- *If you can't describe what you are doing in a process, you don't know what you're doing.*—W. Edwards Deming (the leader of the Toyota and Japanese business and manufacturing renaissance in the 1980's).

Enjoy the rest of your week!

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