

Our Path to First Choice No.34
2018/19

Everyone,

With April showers and sun comes testing. Ugh. Here's Path Note No. 34.

Our Path Topic

Over the last year and a half, the District has focused on early childhood education. As those who work in schools, we understand the importance of early childhood development. However, WASD is working to help inform and improve early childhood development throughout the communities of the district.

The WASD School Board approved the Child Development Center that will be housed in the D Wing of the high school. It will include two Pre-K Counts classes (funded by grants) and an employer-sponsored daycare for 3-4 year olds. The wing will include an indoor large motor skill area, a parent training room and an outside play area. It will also have the Child Development Class in the secured wing. Much work is yet to be done.

By the end of May, the goal is to have a staged, model classroom for our employees to see and visit during an open house for the center and possibly at another time for just employees. The plan is to open the center as a PA Keystone Star Program Star 4. That means that it have the highest rating of childcare quality as recognized by the State of PA.

We know we need at least 15 children for the program to run feasibly. Over the next month or two, the plan is to promote the center, the program offerings, and the price. It is an opportunity for our employees to have high quality childcare. Early childhood development is an initiative part of our strategic objective to improve the District culture and climate and the objective of becoming a First Choice organization for our employees.

There is much more information to come, but this seemed to be a good time to share the good news.

Board Information and Policy Updates

- Next School Board Meetings
 - April 29th is the Academic Committee Meeting at 9am.
 - May 7th at 6:30PM is the Facilities Committee Meeting.
 - May 14th at 7PM is the next Regular Board Meeting.
 - April 30th at 7PM will be the special meeting to approve the 2019/20 budget.

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 Managing Up?

Piece of the Puzzle

This week's Piece of the Puzzle are our administrative assistants. Today is Administrative Assistants Day, so it is fitting to recognize all of them for what they do for students and the rest of us. The Piece of the Puzzle is to recognize people going above and beyond to help students, and these folks do it endlessly. When you see your administrative assistants today, congratulate them as a Piece of the Puzzle and thank them for all they do.

***Challenge Answer (Important to Know)**

According to Studer Education (an education consultant firm), Managing Up is a communication tactic that allows us to paint our co-workers, our organizations, and ourselves in a positive light. It is a behavior that is essential for reducing anxiety, building teamwork, and eliminating a blaming culture of "We/They." Managing up is a specific type of recognition that positions people well with others. It promotes people recognizing other people for good work and should be done when people do things well. Managing up helps everyone know "what right looks like," while also recognizing the person/department demonstrating behaviors aligned to the organization's values. The recognition should be specific, sincere, and genuine.

Final Thoughts

- *No one is more cherished in this world than someone who lightens the burden of another. Thank you.—The Fresh Quotes*
- *Administrative Professional Day: Saying Thank You to the Real Boss.*
- *Happy Administrative Professional's Day! Because nothing would get done around here if we didn't do it!*
- *Keep Calm and Call the Administrative Assistant.*
- *Everyday's An Adventure when you're an administrative assistant.*

Enjoy the rest of your week!
Tod