Our Path to First Choice No.5
2018/19

Everyone,

I hope you have a great rest of the week. It is hard to believe that this is the second week of September. Here is Path Note No. 5. We are caught up so far.

Our Path Topic
Our 2018/19 Strategic Plan is in progress. Some of our initiatives have been started, but some haven't. It takes time.

This week, we will focus on our fourth strategic objective--*"Identify, develop, and deploy technology and processes to support WASD's success"*. What we plan to achieve or improve is our work with measurement, data, and process development. The bottom line is that we want to improve at measuring what we do. Can we show evidence to support initiatives and other decisions? In addition, we want to collect data and use it to make better decisions, and manage more by fact than just guessing. And, finally, we want to develop key work processes, so key tasks we have to complete are mapped and laid out in a process that everyone can read and understand.

Some of our initiatives include developing a standard template for a process map and how we design a process. We also plan to identify core technology necessary for someone's work area, and establish a super user in each department/building.

How we plan to measure our success will be having 2 processes developed per department/building. Also, we plan to have 100% of our staff trained in job-related technology, and have 100% of our job-related tasks completed correctly.

The two processes per department/building are expected to be completed during the 2018/19 school year. The 100% of staff trained in job-related technology is expected by 2020/21. However, the job-related technology related tasks to be completed correctly this year.

As WASD develops, standardizes, and deploys key work processes, stakeholders will find things to be more user friendly and stable. The processes will also help with communication, because people will better understand what is expected.

Next week, we will look at our fifth strategic objective—Balance fiscal needs with WASD's strategic objectives.

Learning About Our Budgeting Process

   • Attached is an outline by Eric Holtzman

Board Information and Policy Updates
   •   Attached are**:** 302—Employment of the Superintendent-Assistant Superintendent, 311—Reduction of Staff, 317.1—Educator Misconduct, and 341—Benefits for Part-time Employees. These updated policies are reviewed and recommend by the Pennsylvania School Board's Association, and is usually reflected, but not always, by changes in code or the law.

- The Board's next meeting is September 18th at 7 PM in the Clayton Avenue Board Room.

Piece of the Puzzle
This week, Ky Shaffer, LPN was nominated as a Piece of the Puzzle for her outstanding work during a medical emergency. Ky started as an LPN during the 2017/18 school year and has done a fabulous job as a nurse working primarily at WAMS and Mowrey. During a recent emergency, Ky stayed calm and completed all appropriate nursing responsibilities to stabilize the student until the emergency medical crew arrived. She made very good decisions and provided excellent care to the student.

Advisories***Teacher Advisor for 2018/19
Stakeholder advisory groups will be starting over the next few weeks. Stay tuned.

Review for You
Why are processes so important to an organization?

Events
- September 18th is an Early Dismissal day.

Review Answer
Processes provide a system approach while providing a sense of security that everyone should know what to do. It provides agility to an organization. That agility demonstrates an ability to adjust to external and internal changes to organization.

Final Thoughts—
- *We should work on our process, not the outcome of our processes*.—Edward Deming
- *Slow down. Calm down. Don't worry. Don't hurry. Trust the process.*—Alexandra Stoddard.
- *If you can't describe what you are doing as a process, you don't know what you are doing.—* Edward Deming.
- *Hold the vision, trust the process.*—Quoteistan.com
- *Success is a process, a quality of mind and way of being, an outgoing affirmation of life.—Alex Noble.*
- *Micromanage the process, not the people.*—Joe Apfelbaum
- *Authority should be vested in the people doing the work to improve their own processes to teach them how to measure them and to understand them. They should not have to ask for permission to improve their processes.--*Steve Jobs.

Have a great weekend. Stay dry!
Tod