

Our Path to First Choice No.14  
2018/19

Everyone,

It is now getting a little frosty outside, and the signs of winter are starting to show. Enjoy the rest of your week.

**\*\*There will be no Path Note November 28<sup>th</sup> due to the Thanksgiving Break.**

**\*\*\*Please remember, Tuesday, November 27<sup>th</sup> is a snow make-up day. If school were to be cancelled tomorrow, it would be made up on November 27<sup>th</sup>.**

Our Path Topic

Over the last year, a group of people have been working on what *First Choice* will look like for the Waynesboro Area School District (WASD). *First Choice* is a concept. It looks different in different places. In WASD it will look different, also. It will take years to put in place, and will be an ongoing and dynamic process of change and improvement. Let's look at what has been accomplished up to this point.

The team began with Mike Bercaw, Tom Hoffman, and later added Cathy Beatty. This group started with a small group of folks that wanted to be part of this concept from the start. However, it has blossomed into a strong team that continues to grow with high school, middle school, and elementary members. There are also community members. The group is now incorporating administrative leadership to help facilitate and guide the group.

The team visited the Waynesboro Industrial Park through the Franklin County Business Development Corporation with Mike Ross and David Mackley. Some members have attended workshops or conferences for Mass Customized or Personalized education. Most recently, there have been two trips to the Elizabeth Forward School District in Pittsburgh. The Elizabeth Forward SD has developed a unique approach to education by giving students a little more of a hands-on experience and less testing focus.

With these experiences, the First Choice Team is ready to create a hierarchy for ideas/processes. They are still welcoming volunteers, so if you want to join them please contact one of the three mentioned teachers above. The large group has had two meetings so far. They are in the process of developing what and how to assess those things WASD is already doing and what needs our stakeholders (students, employers, parents, community, etc.) have. If you recall, our WASD Leadership Model states that the first thing we need to do is determine the needs of our stakeholders, and then come up with ideas to put together a plan. The First Choice Team is in the process of determining the needs of our stakeholders.

One other very quiet foot forward has been the rewriting and recommendation by the WASD Policy Committee for our graduation policies 217 and 217.1 to be changed or included. These policies will permit students to graduate by the end of his/her junior year provided all requirements are completed. With that policy, any student can either graduate from high school and move on to college, take college courses at a nearby college, do an internship, apprenticeship, work experience, or any other career-oriented experience during the senior year.

The First Choice Team is excited about the passions and ideas shared so far. Although this concept will take years to develop, the momentum of the large group is very evident. Remember, *First Choice* for students is one of our strategic objectives—95% of our students will get their *First Choice*.

Board Information and Policy Updates

- Attached are: **None this week.**
- Policy committee met on November 5<sup>th</sup> to review several policies. Early Graduation, Social Media, Tobacco, and Study Abroad have recommendations for changes by the Policy Committee and moved to the full board for the 1<sup>st</sup> Reading. Please understand that policies must go through a first reading by the board, held for at least 30 days for review before a second reading vote for approval.
- The Board's next meeting is December 4<sup>th</sup> at 7 PM at Clayton Avenue. This meeting is the reorganization of board officers.

### Recruiting Substitutes

- The District is working on various incentives to hire and attract substitutes. Attached is an opportunity for you to recruit and benefit in many ways—including making some money.

### \*Important to Know

- November 21<sup>st</sup> is an early dismissal for students. It will also be an early dismissal for staff. All staff may leave after students are gone and your duties are complete.
- November 22-26 is the Thanksgiving Break
- November 27 is a snow make-up day.

### Piece of the Puzzle

This week's Piece of the Puzzle is a group of wonderful teacher assistants—Leslie Lininger, Charlene Hutchins, Becky Knott, Laura Shank, Deb Ramsey, and Mark Snowberger. These folks encourage and motivate our students to do their best taking notes and assisting students in getting the information when it is first presented in class. They encourage and facilitate study groups, rehearsals of speeches, develop a rapport with students, help them understand their interests and their plans after graduation. They remind students of their aspirations and process how undesired behavior can deter them from their goals as needed. They seek out and assure that all student's accommodations are being delivered in the classroom and testing room while assisting with progress monitoring and developing their organizational skills. Congratulations!!

### \*Review for You

How does an organization build trust with its stakeholders?

### Events

- November 21<sup>st</sup> is an early dismissal day. All staff may leave after the students have gone and one's duties are completed. No school November 22-27 (27<sup>th</sup> is a possible snow make-up day).
- December 11<sup>th</sup> is early dismissal for students.

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

An organization builds trust through many ways. Keeping stakeholders informed, share information, professionally develop, act with integrity and keep commitments (follow up), protect the interests of stakeholders, embrace the values of stakeholders, listen with respect and full attention, and maintain high expectations are a number of practices of organizations that have built trust with their stakeholders.

### Final Thoughts

- *Trust is earned when actions meet words.*—Chris Butler
- *Trust is the glue of life. It's the most essential ingredient in effective communication. It's the foundational principle that holds all relationship.*—Stephen Covey

- *Don't trust everything you see. Even salt looks like sugar.*—Lifehacks
- *Relationships are about trust. If you have to play detective, then it's time to move on.*—Lifehacks
- *Trust is built with consistency.*—Lincoln Chafee
- *The best way to find out if you can trust somebody is to trust them.*—Ernest Hemingway
- *Trust is like an eraser; it gets smaller and smaller with every mistake.*—Anonymous
- Pistanthrophobia is the fear of trusting people due to past experiences with relationships gone bad—definition.

I hope you have a great rest of the week!  
Tod