

Our Path to First Choice No.16
2018/19

Everyone,

Hopefully you had a nice and relaxing Thanksgiving. Three weeks after this week until the holidays, so we can do a lot of good for students during this time.

Our Path Topic

As mentioned last week, it is always good to review best practices. Here is another that is certainly a good thing to keep in mind when working on a project or goal.

We have looked at a performance excellence tool called ADLI. Another is LeTCI. This one is a device to use to look at Results of data one collects. LeTCI stands for Levels/Trends/Comparisons/Integration. This is a device we have looked at a couple times. However, it is a best practice that needs repeated and revisited often. To achieve our vision of *First Choice* LeTCI is critical to our success. Anyone can use LeTCI and help one's project be more successful. Here is how it works.

Once you determine you have an objective/goal, and a project, follow LeTCI.

- ✓ **Levels**—what levels do our data show? It is numerical information that places or positions your organization's results and performance on a meaningful measurement scale. Performance levels permit evaluation relative to past performance, projections, goals, and appropriate comparisons.
- ✓ **Trends**—what trends do our data show? Trends are numerical information that show the exhibiting the use of data and information so that learning is possible. Approaches are systematic if they build in the opportunity for evaluation, improvement, and sharing, thereby permitting a gain in maturity.
- ✓ **Comparisons**—this is a tool used to compare internally and externally of the organization. Internally, an organization can compare grade levels, departments, schools, year to year, and so on. Externally, a school district can compare data to other school districts in the county, intermediate unit, state, country, or the world. One can compare similar school districts, or just compare to the best schools or programs in the area, state or country. Comparisons give the organization a measuring stick that shows how well a school or program is doing compared to another school or program.
- ✓ **Integration**—This is the harmonization of plans, processes, information, resource decisions, workforce capability and capacity, actions, results, and analyses to support key organization-wide goals. Effective integration goes beyond alignment and is achieved when the individual components of an organizational performance management system operate as fully interconnected unit.

LeTCI is also another oldie, but goodie. It is a tool, and it never wears. It is a tool for looking at data and results, and can be used for evaluating process. It is a quantitative way to determine the success of a process or plan. This tool may be used to improve what we do individually in our jobs and an organization.

Board Information and Policy Updates

- Attached are: **None**
The Policy Committee has moved several policies onto the full board for a First Reading. For any policies under review, please check our website under School Board. Then click on Board

Policies. Then you will see the Board Docs page, and click on Policies in upper right hand corner. <https://www.boarddocs.com/pa/wayn/Board.nsf/Public>

Dollars and Common Sense

As a response to our organization's team members wanting to know more about the finances and budgeting for our school district, Mr. Holtzman has been writing monthly newsletters to be available to our different stakeholders. Attached is December's edition--Budgets, Bills & Bonds --The Story of How We are Fiscally Responsible to Our Community.

Piece of the Puzzle

This week's Piece of the Puzzle is Steve Simmons. Steven is a para professional in the Autism Support Classroom at the high school. He started as a mentor three years ago and came back to work with our students after graduation. He is currently the most experienced para in the class and goes above and beyond for our students. He deals with explosive behaviors, helps with social skills, keeps the schedule moving, runs ITT's (intensive teaching times) and leads sessions, and rides a van home at the end of the day. We appreciate all h does. By the way, he just turned 20 years old and does an excellent job! Congratulate Steve Simmons this week!

*Review for You

What is a strategic challenge?

Events

- December 4th—Fairview Ave.'s Band/Choral Concert at 7:30 PM.
- December 11th is early dismissal for students.
- December 11th—Hooverville Holiday Concert 6:30 PM.
- December 13th—Mowrey Holiday Concert
- December 13th—Summitview Holiday Concert 7PM at WAMS
- December 18th—Middle School Holiday Concert 7PM at WASHS

*Review Answer

A strategic challenge is a pressure that exerts a decisive influence on your organization's likelihood of future success. The ongoing changing of school boards every two years is an example of an internal challenge. An external challenge might be a geographical location of your school district. Nevertheless, knowing what your strategic challenges are is an advantage when planning your strategic plan.

Final Thoughts

- *For every disadvantage there is a corresponding advantage.*—W. Clement Stone
- *I have all the disadvantages required for success.*—Larry Ellison
- *Everything has its advantages and disadvantages.*—Kabir Bedi
- *With disadvantages enough to bring him to humility, a Scotsman is one of the proudest things alive*—Oliver Goldsmith
- *When you Learn and Choose to Turn Every Disadvantage to Your Advantage You Become Unbeatable.*—Kevin Abdulrahman

Enjoy the rest of your week!

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