

Our Path to First Choice No.28
2018/19

Everyone,

Is spring here, yet? Enjoy the weather and this week's Path Note.

Our Path Topic

Last week, the Path Note reviewed how WASD has received a training on developing a sound process. The reason process is so important to an organization is that it provides standardization and alignment. Experts say that if you have an organization that operates on well-developed processes and systems, your organization is more creative and innovative. If your organization has good processes, it is standard and you do not have to think about, look up or call to find out how to do something. With good process, you have time to think about other things and ways to do things.

One final note about process is communication. There is no organization in the world that doesn't hear about bad communication. Some hear it more than other organizations, but nowhere has perfect communication. WASD in many ways has improved in communication, but we still have a long way to go to be good at communication. One reason is process. Quite often, the lack of, or less developed process can also be interpreted as a breakdown in communication. If there is no process for doing attendance or payroll, communication is considered bad.

Whether in your classroom, your work area, the office, department, building or district, we can improve on process—developing, and just plain having a process. Over the next months and year, we hope to continue to develop and standardize our processes (administrative procedures). In doing so, over the long term, we should improve communication.

Board Information and Policy Updates

- Next School Board Meetings
 - 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

What is LeTCI?

Piece of the Puzzle

This week our custodians and maintenance staff are our Piece of the Puzzle.

Their hard work and preparation for the recent snow we received, ensured that our parking lots were always cleared, sidewalks were made safe and we never had to close or delay school due to the performance of the custodians and maintenance staff

These individuals come in very early in the morning, and often stay late at night, to make sure WASD is ready for the next school day. The work is often hard, usually miserable weather accompanies the efforts, and when the snow is cleared, they then have to continue with their normal duties in the buildings.

For those reason, our custodians and maintenance staff are the Piece of the Puzzle this week. When you see them, congratulate them!!

Events

- March 15, 16 and 17 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.)

*Challenge Answer (Important to Know)

If you recall, LeTCI is Levels, Trends, Comparisons and Integration. When we measure and look at the results, we need to look at the Levels to understand what the result is, what are the Trends we see in the results, how do our results compare to other schools, departments, grade levels, buildings, workers, teachers, etc. Finally, how do the results impact, relate and align with other results from other areas in the organization, or in your particular work responsibility?

Final Thoughts

- *The biggest problem in communication is the illusion that it has taken place.*—George Bernard Shaw.
- *Good communication is the bridge between confusion and clarity.*—Nat Turner.
- *The biggest thing in communication is hearing what isn't said.*—Peter Drucker.
- *Effective communication is 20% of what you know and 80% of what you feel about what you know.*—Jim Rohn.
- *Good communication is less about saying what you mean, and more about defining what you say.*—Kelli Jae Baeli

Enjoy the rest of your week!

Tod