

Our Path to First Choice No.29
2018/19

Everyone,

This week we'll see the official start of spring. Enjoy its arrival, and this week's Path Note.

Our Path Topic

The last two weeks we looked at process. One more thing on process. Great organizations have strong and well-defined process. In world-class organizations, process is well-developed.

Part of being an organization of well-developed processes, each key work process must be measured and re-evaluated regularly. Student attendance, Registration and Enrollment, and Supervision and Evaluation are just a few key work processes. These processes need measured and reviewed.

To look at the final results of a process is great, but we need measurements along the way. In student attendance it might be measuring how many three-day, four-day and so on letters go home. It might also be the number of family meetings occur after a student has been absent for three days. In registration and enrollment it might be measuring how many registrations occur during the school year and what days. It might be tracking how many parents do not have accurate information when registering. In the maintenance world it might be tracking how many ceiling tiles are replaced in a month in each building and where. These results could yield some important information that would provide us with good decision making abilities.

LeTCI is a way to measure the results of such measurements. Remember—Levels, Trends, Comparisons and Integration (how does this data integrate with other data in the district).

Ongoing review of major processes is essential for ongoing improvement. Too often we develop a process, and it is in place forever. The problem is that things change quickly, so the best practice is to review a major process annually. Bring the stakeholders today with some results of measurements and review the success of that process. Then determine if it needs some changes or adjustments.

Board Information and Policy Updates

- Next School Board Meetings
 - o 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 AIM?

Piece of the Puzzle

March 3rd and 4th created some very difficult situations with weather. Although we often do not notice the total impact of bad weather from snow and ice, it can be a very difficult event to deal with in schools. The parking lots, driveways and sidewalks all need cleared and made safe

before students and staff arrive. Don Miley and Randy Fogle lead that process. Both arrive extremely early in the morning. And, many times, they start clearing our lots the night before and end about daylight or later—prior to the end of the two-hour delay. It has been a challenging winter, and Don and Randy have been getting the job done. Kudos to Don and Randy. If you see them, congratulate them for being this week's Piece of the Puzzle.

*Challenge Answer (Important to Know)

AIM is an ongoing performance excellence tool. Approach, Integration and Measurement. As you develop something new, ask yourself if you have a good approach. Does it integrate with other things you do? Finally, how are you going to measure its success? This is very similar to ADLI (Approach, Deployment, Learning and Integration). It is just another tool to provide excellence in what we do.

Staying Healthy

Attached is a Get Fit Now Flye

Final Thoughts

- *World-class performance comes by striving for a target just out of reach, but with a vivid awareness of how the gap might be breached. Over time, through constant repetition and deep concentration, the gap will disappear, only for a new target to be created, just out of reach once again.—Matthew Syed.*
- *Only through focus can you do world-class things, no matter how capable you are.—Bill Gates.*
- *If you really want to be world class-to be the best you can be-it comes down to preparation and practice.—Robin S. Sharma.*
- *Building a World Class Company is a commitment to the integration of passion, purpose, and practice.—Michael E. Gerber.*
- *The best anti-poverty program is a world-class education.—Barack Obama.*

Enjoy the rest of your week!
Tod