



KPBSD

Administrator

Meeting

JANUARY 21, 2015

SEAN DUSEK

Thank You!

- ▶ District Staff
- ▶ Doug Hayman
- ▶ Alan and Vaughn
- ▶ Marilyn Johnson

Performance and Culture

- ▶ Is your school performing better than it was in August?
 - ▶ How do you know?
 - ▶ Process and performance measurement
- ▶ How do you measure school culture?
 - ▶ What are the assumptions your school's adults hold for students?
 - ▶ What are the assumptions about leadership and decision making?
 - ▶ What are the assumptions about adult roles and responsibilities?
 - ▶ What are the assumptions about practices and structures for educating students?

Leadership

- ▶ Principal roles and responsibilities
 - ▶ Support the innovation
 - ▶ Work collaboratively with key people
 - ▶ Process and performance management
 - ▶ Consult, monitor, reinforce

Culture of Continuous Improvement

- ▶ Process and Performance management
- ▶ Initiatives
- ▶ Technology
- ▶ Collaboration
- ▶ Engagement
 - ▶ Service Learning – what does this mean to you?

Process and Performance



Culture of Innovation

Focus on Experimentation

- Accept failure as a part of the innovation process
- Unsuccessful projects can be learning experiences
- Allow employees time and latitude to explore and innovate
- Look at other industries with similar risk tolerances

APQC Education

- ▶ <http://www.apqceducation.org/index.php/knowledge-base>
- ▶ Opportunity to learn from other high performing districts

District Updates

- ▶ Budget
- ▶ Legislature
- ▶ Negotiations

In closing

- ▶ We are always looking to improve
- ▶ Become proficient on the use of the PDSA cycle when implementing new ideas – use the initiative exhibit: E0200
- ▶ Become reflective and collaborative after implementation of a process
- ▶ Utilize District Office to support your efforts in these areas
- ▶ Thank you for your efforts!

- ▶ “Leadership qualities” are not the qualities that enable people to attract followers, but those that enable them to do without them. They include, at the very least, courage, endurance, patience, humor, flexibility, resourcefulness, stubbornness, a keen sense of reality, and the ability to keep a cool and clear head, even when things are going badly. True leaders, in short, do not make people into followers, but into other leaders.” ~ John Holt