



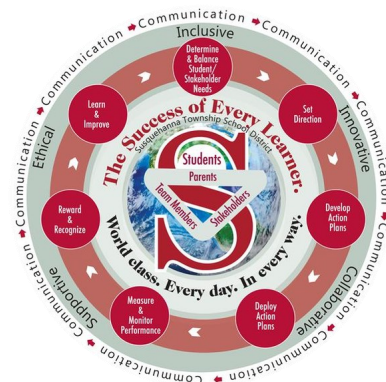
Superintendent's HOPE Note - October 2020

"The truth is that teamwork is at the heart of great achievement."- John Maxwell

H.O.P.E. is Alive and Well

How many of you remember Hanna's Organizational Performance Excellence? It is the district's acronym to describe our use of the Baldrige Framework for Performance Excellence. During our first board meeting of the month, I shared how the district utilized the Baldrige framework to respond to the COVID-19 pandemic. For those who are new to our team, the Baldrige framework is a performance improvement model that many organizations (e.g., business, industry, health care, and education) use to improve their overall performance in the following areas:

- o Customer service (i.e., parents and students)
- o Workforce satisfaction and engagement
- o Financial sustainability
- o Leadership through mission, vision and core values
- o Operations (e.g., maintenance, facilities, payroll, hiring and orientation, etc.)
- o Overall results (e.g., academic achievement, employee satisfaction, staff attendance, graduation rates, etc.)



Our 2020-2021 Strategic Focus is YOU!

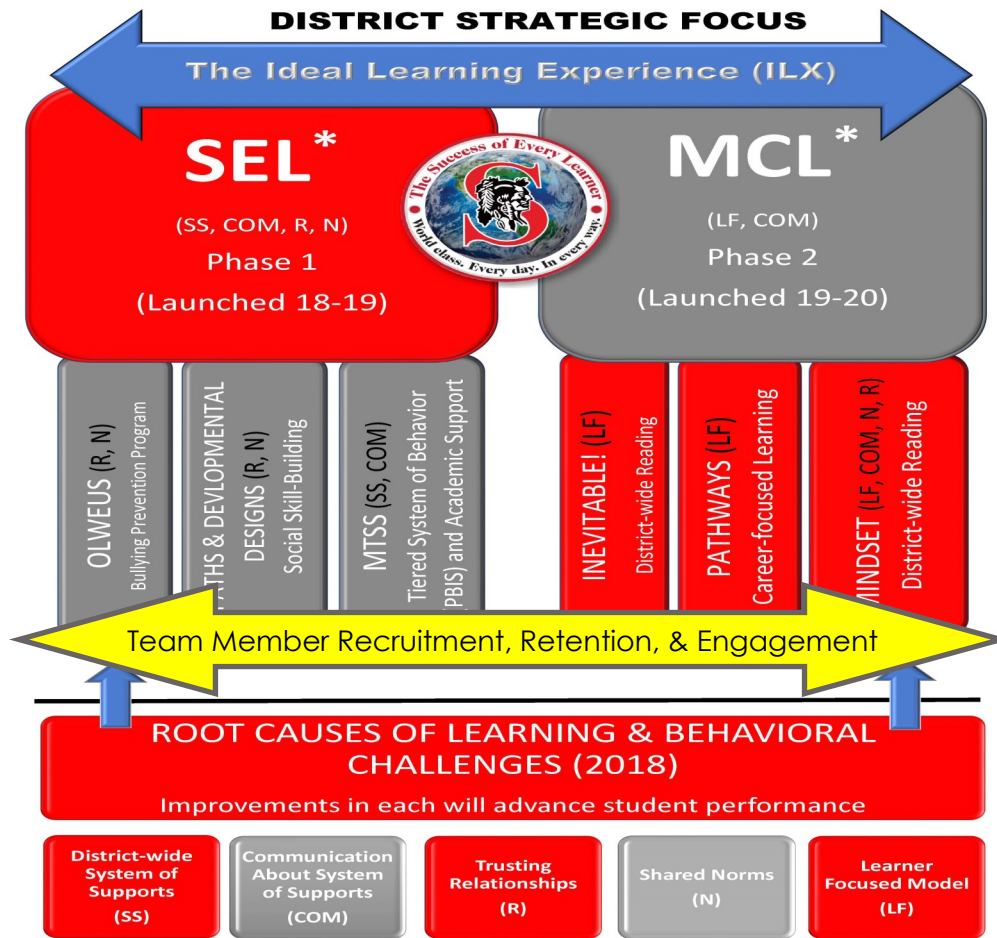
Each year, the district conducts a district-wide meeting to review how well we are doing and identify goals for the coming school year. Prior to our closure in March of 2020, we held our annual all HOPE Teams meeting to develop our focus for the 2020-2021 school year. Believe it or not, we did not identify COVID-19 as our focus and although we have had to pivot to address the pandemic, we will remain consistent with what the teams decided was the single most important factor impacting our district's success: YOU.

Our strategic focus for this year is Team Member Recruitment, Retention and Engagement. Why is this important?

- You are the face of this district. Customers interact with you **long** before they meet the superintendent
- Many of you spend more time here than with your families
- Your opinion of the district will impact what you share with others
- Our district is built on your ability to support our students and our families
- We cannot improve our performance if we cannot retain quality staff
- We want STSD to be the last stop on your career path



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*Our strategic areas of focus extend from the work that began during our HOPE Team Meeting in January of 2018, with **Social Emotional Learning (SEL)** launching in the fall of 2018. We launched our campaign to provide **Mass Customized Learning (MCL)** beginning in the fall of 2019, while continuing to deploy and reinforce our SEL initiatives. We are committed to a process that is supportive, purposeful, and highly reflective over the course of a 3-5 year implementation window

This graphic above depicts the district's strategic focus areas since 2018. We have focused on Social Emotional Learning (SEL), Mass Customized Learning (MCL), and now we turn our attention to Team Member Engagement.

PLEASE NOTE: although a school year ends, we continue to reinforce that year's initiative. For example, we have continued to use PBIS in each of our buildings, bullying prevention continues to be a priority and our MTSS teams continue to meet in order to support the district-wide SEL initiative. As we identify new areas of need, we must reinforce previous successes in order to improve our overall performance. Remember, everything matters!

Piece of the Puzzle



Please join me in recognizing our Middle School Leadership and Staff for delving into the MCL pilot this school year. They continue to brave the bumpy and sometimes uncertain path towards true customized instruction for our learners and we couldn't be more proud of their efforts. Join district office in cheering them on!