

SUPERINTENDENT'S

HOPE NOTE



Condition for Innovation
Spotlight:

Capacity

The support of team members, funding, and time required to successfully carry out the work.

The Role of Capacity in Advancing Our District

Capacity plays a crucial role in driving our district forward by ensuring we have the necessary resources, skills, and mindset to enhance learner performance. Consider the following key areas of **capacity**:

- **Capacity to Define Our Goals:** Do we possess the skills, knowledge, and mindset needed to make informed decisions about improving our learning environment?
- **Capacity to Implement Change:** Do we have the expertise and adaptability required to execute improvements effectively and manage the transitions that come with change?
- **Capacity to Invest in Our Goals:** Do we have the time, funding, and flexibility necessary to support both the development and implementation of a long-term strategy for a better learning environment?



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By strengthening these areas, we can create a sustainable path toward improved learner outcomes.

Building Capacity in Our District

Effective data analysis is both an art and a science, requiring intentional **capacity**-building to be done well. Improving learner performance through data-driven decision-making takes time and focused conversations about current progress and strategies for sustaining and enhancing achievement. However, finding **time** for these discussions within the regular instructional day can be challenging.

To address this, we have **modified our district calendar** to provide teachers with dedicated time to collaborate in teams, review learner data, make informed instructional decisions, and identify effective materials and resources. Additionally, our updated calendar includes **time** for professional development on best practices, curriculum development, and data analysis to support learning.

Ultimately, our goal is to build **capacity** district-wide—including within my office—to support learners, K-12, effectively.



“If I have the belief that I can do it, I shall surely acquire the capacity to do it even if I may not have it at the beginning.” Mahatma Ghandi



Piece of the Puzzle

We are grateful to recognize, Jennifer Kirsch, our district social worker, this month. Mrs. Kirsch is a warm and welcoming supporter of our learners and families. She played a key role in launching Contact to Care, a partnership with the United Way of the Capital Region that connects families with vital health and human services. Her dedication to our school community is making a difference, and we are grateful for all she does.