THE FIRST PRIORITY ACT (HB 338)
EVERY ORGANIZATION IS PERFECTLY DESIGNED TO PRODUCE THE RESULTS IT IS GETTING…

- Background Factors
- Leadership Philosophy / Driving Purpose
- Organizational Design Decisions
- Organizational Culture
- Results

W. Edwards Deming
DESIGN DECISION #1

TAKE OVER ----------------------------------------- PARTNERSHIP ----------------------------------------- HANDS OFF
**DESIGN DECISION #2: AN EVIDENCE-BASED MODEL**

<table>
<thead>
<tr>
<th>Intervention Type</th>
<th>Intervention Name</th>
<th>Highest Level of Evidence</th>
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<tbody>
<tr>
<td>Leader-evaluation systems</td>
<td>Marzano School Leader Evaluation Model</td>
<td>Tier IV</td>
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<tr>
<td></td>
<td>Vanderbilt Assessment of Leadership in Education</td>
<td>Tier IV</td>
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<tr>
<td>Principal preparation programs</td>
<td>Coaching Rural Leaders</td>
<td>Tier IV</td>
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<tr>
<td></td>
<td>New Leaders Aspiring Principals Program</td>
<td>Tier II</td>
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<tr>
<td></td>
<td>Principal Pipeline Initiative</td>
<td>Tier IV</td>
</tr>
<tr>
<td></td>
<td>Principal preparation programs</td>
<td>Tier III</td>
</tr>
<tr>
<td></td>
<td>Principal Residency Network</td>
<td>Tier IV</td>
</tr>
<tr>
<td></td>
<td>Texas Principal Excellence Program</td>
<td>Tier II</td>
</tr>
<tr>
<td>Professional learning</td>
<td>Arkansas Leadership Academy’s Master Principal Program</td>
<td>Tier IV</td>
</tr>
<tr>
<td></td>
<td>McREL Balanced Leadership Program</td>
<td>Tier I</td>
</tr>
<tr>
<td></td>
<td>Metropolitan Independent School District Principal</td>
<td>Tier IV</td>
</tr>
<tr>
<td></td>
<td>Coaching Initiative</td>
<td></td>
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<tr>
<td></td>
<td>National Institute for School Leadership Executive</td>
<td>Tier II</td>
</tr>
<tr>
<td></td>
<td>Development Program</td>
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<td>Working conditions</td>
<td>Pittsburgh Principal Incentive Program</td>
<td>Tier IV</td>
</tr>
<tr>
<td></td>
<td>Principal autonomy</td>
<td>Tier II</td>
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<tr>
<td></td>
<td>School Administration Manager</td>
<td>Tier IV</td>
</tr>
<tr>
<td>School improvement models</td>
<td>Knowledge Is Power Program (KIPP)</td>
<td>Tier I</td>
</tr>
<tr>
<td></td>
<td>University of Virginia School Turnaround Program</td>
<td>Tier II</td>
</tr>
</tbody>
</table>

*Rand Corporation, 2017*
ACADEMIC NEEDS

- Leadership
- District support & accountability
- Talent management
- Instructional infrastructure
# Non-Academic Needs

- Asthma
- Hearing
- Language and Communication
- Mental/Behavioral Health
- Nutrition
- Oral Health
- Vision
THEORY OF ACTION

Research & Evidence Driven

Partnerships & Stakeholder Engagement

*Academic Needs

Non-Academic Needs

Comprehensive Coordinated Coherent

*Rand Corporation, 2017
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W. Edwards Deming
CONCERN ABOUT ADEQUATE SKILL AMONG WORKERS

Contractors in the commercial construction industry are having a hard time finding skilled workers, according to a report by the US Chamber of Commerce. In the second quarter of 2017, 56% of contractors reported a high level of concern about their workers having adequate skills for the job.

WILL THERE BE ENOUGH QUALIFIED WORKERS TO MEET DEMAND?

Source: COMMERCIAL CONSTRUCTION INDEX
GRACE DONELLY/FORTUNE
Skills In Demand by Employers

Technical Skills
- Hardware Configuration
- Technical Troubleshooting
- Data Analysis
- Quality Auditing
- Software Engineering

Soft Skills
- Communication
- Meticulous
- Team Player & Independence
- Public Presentation
- Problem Solving

The size of each skill bubble corresponds to the number of job postings requiring that skill.
The following statement can be attributed to Chris Clark, President & CEO of the Georgia Chamber of Commerce:
“Today’s most valuable business resource is the skilled labor that creates economic vitality across the state. The Chamber is dedicated to working with our education and business partners to create innovative solutions that develop the nation’s best talent and leaders.”
CHARACTER EDUCATION PROGRAMMING AS AN ECONOMIC INVESTMENT FOR RURAL GEORGIA
CHARACTER EDUCATION PROGRAMS

- VOYAGE
- LEADER IN ME
- 7 MINDSETS
- YOUTH LEADERSHIP IN ACTION
CTO RURAL PARTNER SCHOOLS

VOYAGE
DOUGHERTY COUNTY
ALICE COACHMAN ELEMENTARY
MORNINGSIDE ELEMENTARY
TURNER ELEMENTARY
CLAY COUNTY
CLAY MIDDLE
TERRELL COUNTY
COOPER-CARVER ELEMENTARY

7 MINDSETS
DOOLY COUNTY
DOOLY K-8
DOOLY HIGH SCHOOL
RANDOLPH COUNTY
RANDOLPH MIDDLE

FIRST ROUND OF PROGRAMS: NEARLY 4,000 STUDENTS
VOYAGE

PROVIDES:
- CHARACTER EDUCATION FOR STUDENTS
- PROFESSIONAL DEVELOPMENT FOR STAFF

INTENT:
- CREATE COHESIVE MESSAGING THROUGHOUT THE SCHOOL, ALIGNING STAFF AND STUDENTS’ GROWTH.
- TAUGHT WEEKLY - AT LEAST 20 MINUTES PER WEEK.
- DEVELOP 16 CHARACTER ATTRIBUTES
## VOYAGE CHARACTER TRAITS

<table>
<thead>
<tr>
<th>Appreciation</th>
<th>Kindness</th>
</tr>
</thead>
<tbody>
<tr>
<td>Compassion</td>
<td>Loyalty</td>
</tr>
<tr>
<td>Cooperation</td>
<td>Patience</td>
</tr>
<tr>
<td>Courage</td>
<td>Perseverance</td>
</tr>
<tr>
<td>Generosity</td>
<td>Respect</td>
</tr>
<tr>
<td>Honesty</td>
<td>Responsibility</td>
</tr>
<tr>
<td>Humility</td>
<td>Self-Control</td>
</tr>
<tr>
<td>Independence</td>
<td>Trustworthiness</td>
</tr>
</tbody>
</table>
VOYAGE

- WITH EACH UNIT, THERE IS A CORRESPONDING PROFESSIONAL DEVELOPMENT VIDEO FOR STAFF TO WATCH THAT SERVES AS A CATALYST FOR CONVERSATION TO DEVELOP THE ENTIRE STAFF.
7 MINDSETS

PROGRAM PROVIDES:

- SOCIAL EMOTIONAL LEARNING (SEL) TOOLS
- LESSONS THAT CAN BE TAUGHT IN 30 TO 60 MINUTES IN A NORMAL CLASSROOM SETTING WEEKLY
- TRAINING AND CONTENT TO SCHOOLS COUPLED WITH A COMMON LANGUAGE AND FRAMEWORK
7 MINDSETS

1. EVERYTHING IS POSSIBLE- DREAM BIG, EMBRACE CREATIVITY AND EXPECT RESULTS

2. PASSION FIRST- PURSUE YOUR AUTHENTIC TALENTS AND Deepest interests

3. WE ARE CONNECTED- EMPOWER ONE ANOTHER THROUGH RELATIONSHIPS

4. 100% ACCOUNTABLE- BE RESPONSIBLE FOR YOUR OWN HAPPINESS AND SUCCESS
7 MINDSETS

5. ATTITUDE OF GRATITUDE - BE POSITIVE ABOUT EXPERIENCES AND BE THANKFUL

6. LIVE TO GIVE - INSPIRE AND SERVE OTHERS WHILE MAXIMIZING YOUR POTENTIAL

7. THE TIME IS NOW - HARNESS THE POWER OF THIS MOMENT, AND TAKE PURPOSEFUL ACTION TODAY
IMPACT

- CCRPI, STAR CLIMATE RATING
  - 1 – 5 STARS

- PBIS STATUS
  - INSTALLING
  - EMERGING
  - OPERATIONAL
  - DISTINGUISHED

- PRODUCTIVE LEARNING ENVIRONMENT

- STAFF RETENTION
Skills In Demand by Employers

Technical Skills
- Hardware Configuration
- Technical Troubleshooting
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- Quality Auditing
- Software Engineering

Soft Skills
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- Team Player & Independence
- Meticulous

The size of each skill bubble corresponds to the number of job postings requiring that skill.
CHARACTER EDUCATION ↔ HIGHLY SKILLED WORKFORCE

BENEFITS OF IMPROVING PERFORMANCE THROUGH CHARACTER IN THE WORKPLACE

A POSITIVE WORKPLACE CULTURE INCREASES EMPLOYEE ENGAGEMENT, RESULTING IN BETTER ATTENDANCE, INCREASED PRODUCTIVITY, HIGHER EMPLOYEE SATISFACTION AND STRONGER COMPANY LOYALTY.

AMONG COMPANIES THAT REPORT HIGH EMPLOYEE ENGAGEMENT:

- 18% REPORT HIGHER PRODUCTIVITY
- 37% REPORT HIGHER JOB GROWTH
- 65% REPORT HIGHER SHARE PRICE

SOURCE: STUDIES BY THE QUEENS SCHOOL OF BUSINESS AND BY THE GALLUP ORGANIZATION
REPLICATION

FOR 2019-20:

- ALL SCHOOLS IN CLAY, RANDOLPH, & TERRELL COUNTIES
- NON-CTO PARTNER SCHOOLS
## CHALLENGES AND SOLUTIONS

<table>
<thead>
<tr>
<th>Challenge</th>
<th>Solution</th>
</tr>
</thead>
<tbody>
<tr>
<td>Scheduling.</td>
<td>Time must be built into the master schedule.</td>
</tr>
<tr>
<td>Changing staff mindset, behavior has to be taught.</td>
<td>Administrators must fully embrace the concept that behavior must be taught.</td>
</tr>
<tr>
<td>Students demonstrating what has been taught.</td>
<td>Staff will need to model and reteach expected behavior from lessons.</td>
</tr>
</tbody>
</table>
WHAT IS NEEDED:

MINDSET SHIFT & POLITICAL WILL

- Prioritization & Urgency
- Failure Not an Option
- Adequate Investment
- Alignment & Cohesiveness
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Organizational Culture

Results

W. Edwards Deming
1. Join CTO team on visit to each rural district by December 1\textsuperscript{st}.

2. Support focus on teacher talent management – with prioritization for CTO and rural districts.

3. Participate in ongoing dialogue to promote urgency and alignment.

4. Identify three individuals to be CEO Friends for rural principals.