Curriculum Matters

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Employee Engagement

For higher student achievement….

Employee engagement and efficacy is the number one factor in student achievement in our school systems. If the employees do not have a way to really contribute, share leadership, be empowered to be creative and innovative, and have the resources and training needed to grow and stay masterful at their craft the organization will not flourish or stay evolutionary.

Our school systems job is to teach our kids how to think not what to think, build their self-systems up so they have those skills to thrive, and this ultimately leads to a graduate that will enter the workforce successfully and lead a fulfilling life working toward their best selves. With this goal in mind the students will only get this kind of education if the adults that serve them are in a culture that promotes empathy, compassion, collaboration, humility, and lots of grace.

When our school cultures operate with the values that promote engagement, drive, and productive habits that lead to highly successful people in life we have done our job successfully as an organization. In these conditions people will persevere, problem solve, act in kindness, and feel they are contributing to a greater good.

In this addition of curriculum matters a few video resources are included that may be helpful and interesting to watch. Our focus should always be as an organization employee engagement and the customer experience.

Video Resources

Drive & Motivation

Daniel Pink on Driving Employee engagement:

The Customer Experience:
https://youtu.be/Xe3lFuk5nxo

Patrick Lencioni on Organizational Health:
https://youtu.be/ApV4bnxDyUk

Simon Sinek (If you don't understand people, you don't understand business):
https://youtu.be/IIKvV8_T95M

Brene' Brown (Listening to Shame):
https://youtu.be/7jtZdSRst94

Organizational health is the single greatest competitive advantage in any business.
Patrick Lencioni

Strategic Design

Engaging Staff and Community

Our strategic design event is centered around bringing community and staff together to embark on designing a new architecture for our public schools that will when all the wheelhouses are aligned be a more efficient, cost effective, and engaging place to learn. The focus that comes from this is the learner and the needs to thrive in their lives and communities. We get a huge cost benefit when our graduates are truly prepared to live in a world when they become adults that is ever changing and complex.

Once the strategic design event is completed the staff and school board in collaboration have to align our systems and invest in the build out. It is very important that we get a good representation of all stakeholders but especially a good representation of staff across departments. Without a good representation of stakeholders the movement to transform our schools won't be able to get the design off the ground.

We strongly encourage anyone who wants to contribute to the design and transformation of our school district sign up for the strategic design event.

Checklist for Change

Below is a set of checklists for the different wheel houses within a school system that are needed in order to transform our system to a structure that will be a pipeline to prosperity not a pipeline to prison. It will be a system that meets all the needs of every learner simultaneously, produce a superior product (our graduates), at a lower cost.

Creating Preliminary Change

- ☐ Address immediate business and organizational issues.
- ☐ Build leadership capacity.
- ☐ Build harmonious relationships with staff.
- ☐ Ensure that the board of trustees understands and supports the reforr
- ☐ Improve instructional practices.
- ☐ Seek out research-based practices and outside perspectives.
- ☐ Engage key stakeholders in jointly developing a strategic design.

Creating a New Culture

- ☐ Develop a set of core values.
- ☐ Establish guiding principles and beliefs.
- ☐ Enact a visionary vocabulary.
- ☐ Adopt a mastery mindset.
- ☐ Define the ideal graduate.
- ☐ Identify social-emotional competencies for graduates.

Transforming Leadership

- ☐ Develop strategic direction and alignment.
- ☐ Develop and empower leadership.
- ☐ Focus on professional outcomes and organizational health.
- ☐ Develop core value rubrics for leadership.

Transforming Personnel

- ☐ Develop core values for all personnel.
- ☐ Align all personnel to core values.
- ☐ Develop a new mindset for all staff.
- ☐ Provide support and training.

Transforming Learning

- ☐ Involve learners in the creation of norms and protocols.
- ☐ Develop a growth mindset in learners.
- ☐ Empower learners to set and achieve goals.

Transforming Curricula

- ☐ Define essential learning.
- ☐ Develop measurement topics.
- ☐ Develop rubrics and progressions.
- ☐ Activate learners at appropriate content levels.
- ☐ Develop social-emotional learning outcomes.

Transforming Teaching

- ☐ Embrace the systems of learning.
- ☐ Implement a cycle of instruction.
- ☐ Adopt and utilize research-based practices.

Transforming Assessment

- ☐ Integrate assessments with the instructional model.
- ☐ Determine assessment types.
- ☐ Determine instructional uses for assessments.
- ☐ Correlate assessments to scoring scales.

Transforming Technology

- ☐ Develop a plan for technology integration.
- ☐ Harness the power of the Internet.
- ☐ Expand access to technology programs and services.
- ☐ Train staff and learners in all aspects of technology.

Connecting With the Community

- ☐ Create venues of inclusion for all stakeholders, especially parents.
- ☐ Plan and deliver parent empowerment sessions.
- ☐ Harness the resources of local programs.
- ☐ Create community-based learning opportunities.

"The wave of the future is not the conquest of the world by a single dogmatic creed but the liberation of the diverse energies of free nations and free men." -John F. Kennedy

Curriculum Power Vote

The power vote for curriculum closes Monday Nov. 2nd. We should have actual data for this board report. As it looks now most staff want to choose a model already established for our learning progressions and edit it from there. Here is a link to the actual questions we asked of staff to gather their feedback on how they would like to proceed with curriculum work in the Farmington School District.

https://drive.google.com/file/d/12wulkMxkta86P0GnABQB-vBMyTjxOHI6/view?usp=sharing

Just a reminder that our curriculum structure is in three areas content, thinking skills, and Habits of Mind. We will encompass all parts of social emotional learning within our culture and operationalize those things however our curriculum will be based on the areas we can measure and report on quantitively and qualitatively. It is important that our curriculum has valid and reliable ways to measure our success as a system.

Curriculum Resources
Adoption and Replacement

The administrative team is working on a 5 year plan for curriculum resource adoption. This year the focus is going to be K-8 literacy. Once this plan is finished it will be given to the board for future budget planning. Our goal is to ensure that we adopt and/or replace curriculum resources in a fiscal responsible way that includes the stakeholders in the decision-making process. It is important that the teachers are given the empowerment to make these decisions based on research best practices and our learning progressions once those are established. The teachers are the one's that have to use the resources so they should be the ones to choose them.

GIVING THANKS
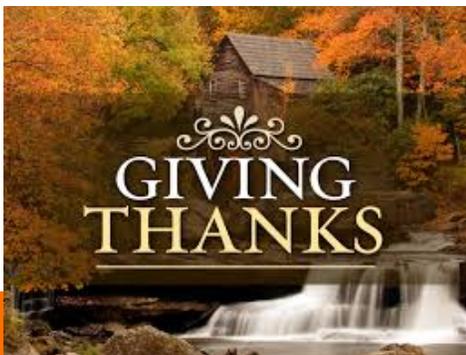
As part of this board report I wanted to give thanks to all the students, parents, and Farmington School District Staff who have been so amazing through these trying, complicated, and ever changing times. Your grace, perseverance, and creativity are certainly appreciated and valued. Have a wonderful Thanksgiving Season with your family and friends.

"An individual has not started living until he can rise above the narrow confines of his individualistic concerns to the broader concerns of all humanity.' -Martin Luther King Jr.