

HOPE 2.0

November 9, 2017

From OPM to OPR

In many ways, I liken our journey of HOPE to my upbringing. Life is not fair. You are responsible for your own actions. Own your mistakes. Never quit. This describes my mother's parenting style in a few simple sentences. As a single parent of four, she had no time for coddling, cuddling, or cowering. Despite our financial hardships, we never suffered a case of the *Oh, Poor Me's* (OPM). Simply put, OPMs were not allowed in our family.

During the development of our strategic plan, we developed a District Report Card (DRC) on which we identified key measures and targets that we believe will indicate whether we are on track toward meeting our strategic objectives. As with student report cards, we assigned grades for each measure: primary and secondary grades. Think of primary grades as the large gears within a machine that signals wide-spread change across the district. Secondary grades are more like smaller gears that support the movement of the larger gears. There could be multiple secondary grades that support a single primary grade. These grades are reviewed by the leadership team each month during the organizational performance review (OPR).

For example, one of our strategic goals for Finance and Business Operations is that by June 2021, 90% of students, parents and team members will agree or strongly agree that our learning environments are safe and supportive. The primary grade is parent and team member ratings on our annual team member and parent engagement surveys. Secondary grades for this measure include discipline referral rates, bus-related infractions, emergency preparedness drills, and bullying, harassment, and assault rates. By monitoring our secondary grades, we gauge progress toward the attainment of our primary grade and our strategic goal.

So what's next? OPRs will be coming to a school near you! This year, we are monitoring the District Report Card. Next year, we will start to look at this process at the building level. Building teams will be asked to identify targets and measures that ladder up to the district measures. When we all accepted our positions within this school district, we accepted the responsibility of every child's success. Therefore, it is imperative that we engage all levels of the district in our improvement process.

The Journey of HOPE continues and OPMs are not permitted during the OPR. We own the data: good, bad, and ugly. We take responsibility for our responses to the data. We recognize that the societal issues that we must now address aren't always fair, but we do not quit. We don't coddle, we don't cuddle, and we don't cower. We owe it to our students to get the job done, and we can!

Roll tribe!

Tamara Willis, Ph.D.
Superintendent

Piece of the Puzzle



In this HOPE note, we honor all veterans representing each branch of our armed forces. We also honor the families who have supported our veterans as they serve and have served. Their commitment, bravery and sacrifice sustain our democracy and I am personally grateful.

