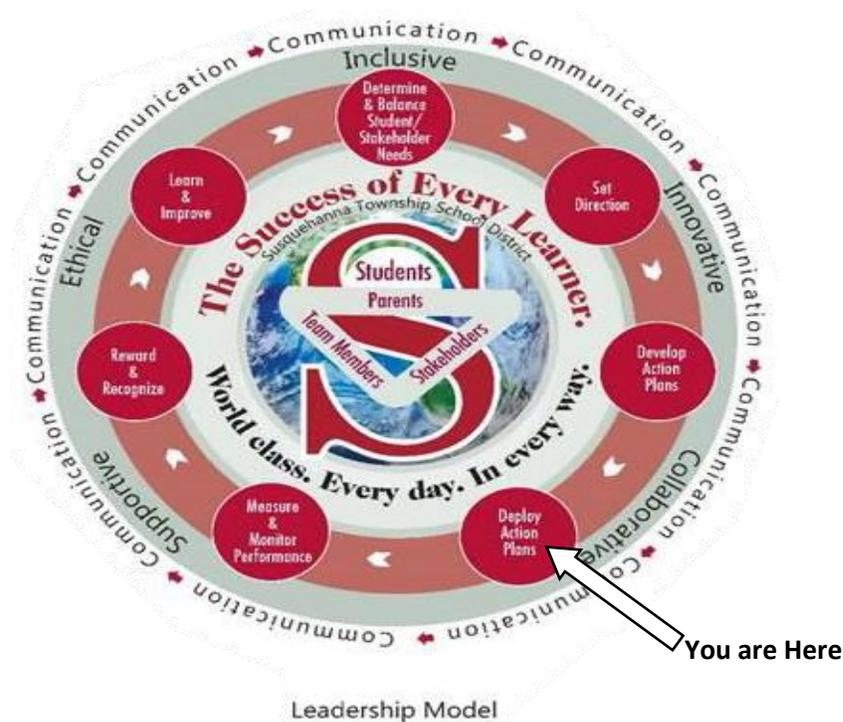


HOPE 2.0

April 22, 2018

If you want to go fast, go alone. If you want to go far, go together. – African Proverb

We are now fully immersed in step 4 of our Leadership Model: deploy action plans. This past week, we had the pleasure of hosting two parent focus groups to get feedback on our behavior norms. We also invited students to add value to our work and offer their perspectives on our plans to improve social and emotional learning across the district. While we did not make drastic changes as a result of this feedback, we gained invaluable insight into how our norms may be perceived by students and families. Our focus groups were an integral part of the overall action plan and critical to building consensus around our shared norms. Additionally, we have shared our norms with members of our school board during a recent discipline committee meeting to ensure that we are truly taking this journey together. Next stop, a faculty or department meeting near you! You will all have the opportunity to offer feedback on the norms in the coming weeks and we look forward to your input.



In addition to getting stakeholder feedback, we are building a tiered system of interventions that will help build a sense of community in every classroom, respond to students who require more intensive support and provide professional development focused on building positive student-adult relationships. Our HOPE Teams are also at work supporting the action plan: HOPE Team 3 (Community Engagement) and the Communication's Committee are identifying how and when to communicate our district wide focus to all stakeholders; HOPE Team 4.1 (Data) will identify how to measure the success of our efforts after we fully deploy our action plan, implement newly adopted interventions and provide targeted professional development; HOPE Team 6 (Processes & Technology) will identify processes that must be mapped and in place in order for our plan to be successful; HOPE Team 5 (Team Member Engagement) will determine ways for our team to recognize small wins along the journey to bring about system-wide change, as we will not achieve all of our goals overnight; HOPE Team 2 (Strategic Planning) will review

our existing strategic plan to determine how our focus on social/emotional learning aligns with our long-term direction; and HOPE Team 1 (Leadership) will develop a plan to ensure that transforming the social/emotional health of our learning community remains at the forefront of our work at *all* levels of the district.

We ask for your patience and support as we work *diligently* to finalize the major steps remaining in our action plan. These issues did not develop overnight and they will not be mitigated overnight. There is still much work to do and we are far from utopia, but I believe that we are on the path to transformation. The journey of a million miles begins with the first step.

See you all soon!

Tamara Willis, Ph.D.,
Superintendent

Piece of the Puzzle



Join me in sending a heartfelt thanks to Daria Hall, library aide at the Middle School. Daria organized and ran the Scholastic Book Fair without anyone asking her to do so. She met with the Scholastic Reps, promoted the book fair, developed the schedule for teachers to visit and handled the transactions. Thank you Ms. Hall for making the book fair as success!