HOPE 2.0

May 20, 2018

Help Wanted

There are seven HOPE teams in the district and each has played an integral part in establishing the foundation for our Journey of HOPE. These teams will continue to support the critical initiatives upon which the district will focus in the coming year. I shared how each team has and will support our social/emotional learning (SEL) initiative in a previous HOPE Note (April 22, 2018).

Thank you to every team member and community member who has served on one of our HOPE teams over the past two years. Your input and insight have helped to shape and inform our improvement efforts. They have also provided much needed reality checks for the district office. Thanks to all who have served.

Now, we solicit the help of others who want to lend their voices going forward. Consider this HOPE Note our official recruitment to join a HOPE team. But first, allow me to clarify the work of each team:

HOPE Team 1- Leadership (T. Willis is lead, for now): the focus of this HOPE team is to develop approaches and processes to ensure that critical initiatives, core values, the Journey of HOPE, our mission, vision, and core values will be integrated into the all levels of the district. For example, our behavior norms will need to be deployed to and understood by every team member in the district, K-12. HOPE Team 1 will ensure that this is accomplished strategically and long-term.

HOPE Team 2- Strategy (T. Willis is lead): this HOPE team oversees the process by which the district's strategic plan is developed. See early HOPE Notes to understand this annual process more fully.

HOPE Team 3- Community Engagement (T. Colston-Krow and R. Slavinsky are leads): HOPE team 3 considers how the district communicates it vision, mission, core values, and key initiatives to all of its stakeholders. This team informs when and how the district deploys communication both internally and externally, and determines the mechanisms by which the district gather's critical feedback.

HOPE Team 4.1- Measurement and Analysis (P. Raugh is lead): this team determines how to measure each primary grade (targets) within the strategic plan and assists with identifying secondary grades to be measured. If you love data, this is the team for you!

HOPE Team 4.2- Knowledge Management (J. Green is lead): HOPE team 4.2 supports the district's management of key data and oversees how, when and by which mechanism that data is secured. Only those with top security clearances need apply. ☺

HOPE Team 5- Team Member Engagement (K. McCool is lead): the purpose of this HOPE team is, you guessed it, ensure that team members are engaged. This team develops processes to

monitor, assess and improve team member recruitment, retention, recognition and development. All things team members are this team's focus.

HOPE Team 6- Operations (O. Anderson is lead): HOPE team 6 identifies processes that, if not created, mapped and deployed, will bring our improvement efforts to a screeching holt. This team recommends processes that will directly support the district's strategic plan and its supporting initiatives. In a way, this team creates work for the other teams (smile).

If any of these teams pique your interest, please reach out to the Dyana Cooper at dcooper@hannasd.org and let her know that you are interested. Kathy McCool has already received inquiries about serving on her team, so she is already ahead of the curve. Please note, that we want a representative sampling of team members from across the district on each team, so if you are not selected this year it does not indicate that your services are not wanted. In fact, there will also be other opportunities to serve on ad hoc committees like the SEL committee that we formed in January to address behavior norms. So, stay tuned. There will be plenty of work to go around!

Tamara Willis, Ph.D.,
Superintendent

Piece of the Puzzle

Thank you to Dyana Cooper for all of her behind the scenes work on the Middle School Career Fair and for being a critical support system for all of our HOPE Teams. We appreciate you!