FLEMING COUNTY SCHOOLS

WEEKLY LEADERSHIP CONNECTION

Friday, January 29, 2016

WE ARE FC

● **DISTRICT MESSAGE**

Capacity – with a Focus. The spring semester is critically important in terms of the district's success, leading up to the window for state assessments, graduation and accreditation. We must always remain focused on making continual improvement each day, each month and each year. As leaders, we realize that the responsibilities are overwhelming and sometimes almost impossible. The odds are always stacked against most school leaders in today's culture; however, the majority of school leaders succeed because they have figured out the winning formula. The formula is growing leadership capacity in schools by empowering others to be leaders.

Long-term success of a school should never be determined by the heartbeat of one individual. As school leaders, we have a responsibility to grow future school leaders, to implement processes that will continue and expand the district's successes. Furthermore, as school leaders, we must ensure that the school's vision and district's vision is a long-term goal and not a short term goal. Sure we need short-term capacity, but long-term capacity is more critical in focused and priority schools and districts. Long-term capacity is an insurance policy that protects against teacher and school leader turnover.

We just completed the month of January, who knew it would go by so fast. If you think January went by fast, think how fast February and March will come and go. April and May are just around the corner, when the clock strikes zero. As school leaders, we must empower teachers to be leaders and to adopt the "whatever it takes" strategy to prepare students for success. We must lay everything on the table and remain focused on student achievement and not the dull noises that are designed to derail our plan. We remain focused by engaging and empowering others to be leaders in school. Guess what, when we empower teachers to be leaders, teachers in turn empower students to be leaders! A

	simple idea, with very complex components. Though complexities may exist, change only requires that we take the first step. The goals are extremely high and the room for error is very slim. We increase our chances of succeeding by engaging and empowering others to be student-focused, creative leaders. The math is simple to understand, as teachers become engaged in the decision-making process, they are more likely to buy-in to the school's and district's vision. We have approximately three months before our success is measured. Evaluate your school's plan to determine the level of teacher engagement and empowerment in the process. We must ask ourselves how we are not only empowering teachers to be leaders in school and the district, but how are we empowering teachers to adopt the do "whatever it takes," belief in regards to student success. By the way, "whatever it takes" means we must do things the "right way" focused on what all students need to be successful. This is one area we continue to struggle with, meeting the needs (interests, goals, learning needs, etc.) of all students. As we struggle with meeting the needs of all students, we must continue to have a laser focus on continuous improvement – identifying ways to address this struggle. We, as a district, are in the driver's seat. Together, students, teachers, school administrators, parents and community members we must continue to work together and remain focused on our goals. As school administrators we must engage and empower teachers to be leaders in our schools and in the district. They (teachers and teacher leaders) are the missing component for us to having a winning formula for student success. As we empower teachers to do "whatever it takes" to ensure students are successful, the results are astounding. But I go back to November's message, we must inspire students to be great. Too much inspiration is always a good problem to have. Our Spring semester must be positive, focused solely on student achievement and not the other noises, that at the end of the day, mean nothing and are only designed to derail our journey. As a reminder, if students succeed, we succeed! Furthermore, below are the five instructional goals that we identified back in July that we must continue to work toward. As we meet these goals, we become a "District of Distinction" and also become an accredited school district!

1. Engagement of All Students;
2. Developing a Common Curriculum with Common Assessments;
3. Analyzing Data and Student Work through Professional Learning Communities;
4. Empowering Stakeholders through Shared Leadership; and
5. Connecting the Systems.

UPCOMING EVENTS

▪	**Monday, February 1, 2016**	District Team Meeting @ 9:00 am – Board Room
▪ ▪ ▪ ▪ ▪	**Tuesday, February 2, 2016** **Wednesday, February 3, 2016** **Wednesday, February 3, 2016** **Thursday, February 4, 2016** **Friday, February 5, 2016**	Formative Diagnostic Review – EES (All Day Event) Annual Personnel Webinar @ 2:00 pm – 5:00 pm (Board Room) KY State Board Meeting (All Day Event) Monthly Custodian Meeting @ 9:00 am (Board Room) Standard 5 Committee @ 4:00 pm (Central Office) Personnel Meeting @ 4:00 pm (Central Office) Finance, Technology & Operations Meeting @ 4:00 pm (Central Office) Shipley Training (All Day Event) - KEDC – Lexington ezEdMed Training @ 1:00 pm (Central Office)

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Our Vision is to become a "District of Distinction"