

Kieleidoscope

March 24, 2016

If one reads any research on continuous improvement in business or education you will read about the importance of building a positive culture. In fact, without the right culture the efforts to change and improve will not take place. A positive culture is a critical element in growth and improvement.

Since my tenure in the Kiel Area School District we have been working diligently on building a culture of continuous improvement in which every child can learn at high levels. We now use our time on early release Wednesdays' as collaborative team time in support of our Professional Learning Community culture. The essence of this culture is to collaborate as professionals analyzing student learning data and adjusting the curriculum, instruction and assessment with a goal of improving each student's achievement. We have created a strategic plan committee of parents, staff, and community and business leaders to analyze priorities, and from this work we created the vision of Personalized Learning. We have also improved communication with the parents and the community in an effort to build stronger partnerships and build a support system around the emphasis of improvement in the Kiel Area School District.

Improvements like these do not happen overnight. We have had to communicate and collaborate with the school board and staff on the importance of change to accomplish the goals of achievement for all students at high levels. This has not always been easy and our work is not done!

A commitment to quality is a long-term process. We have made great strides over the past six years through hard work and by closely examining our data. Creating a culture of continuous improvement requires support from all stakeholders. In order for this to work we must have a school board that will help establish the vision in alignment with the administration, staff and the community while supporting the progress and missteps along the way. Chasing issues that do not change results and improve the organization is a waste of time, focus and resources. A quality system perspective means our entire organization; board members, leaders, staff members, teachers, students and parents work together to strive for performance improvement and service to the community.

In two weeks, the Kiel Area School District residents will be electing two candidates to serve on the school board. I appreciate the advice from Mayor Mike Steinert and Mike Mathes encouraging the community members to get to know the candidates and their positions and to support prospective candidates that embrace the administration's efforts and the strategic plan. The school board is a reflection of the community and plays a significant role in the lives of children. We have much to be proud of in the Kiel Area School District. We have worked to make positive change on behalf of the students. We have a lot of hard work ahead of us. Our culture has evolved as a professional learning community with the goal of continuous improvement and striving to make KASD the best in the state. Let's continue down the path and move forward!

Please vote on Tuesday, April 5.