

It's About "Accountability,"

SILLY!

Dr. Stephen Kleinsmith

- *Superintendent*



David Liss

- *Executive Director of Technology / CSIP*





How accountability helps us accomplish the mission

*T*he mission of Nixa Public Schools, dedicated to our legacy of excellence, is to ensure all students achieve maximum potential and graduate with the knowledge, skills and character necessary to succeed as productive, informed, and engaged citizens in a global society by providing a quality, comprehensive, world-class education in a safe and secure learning environment.



We will share many examples

Here is one...



TO: SCHOOL BOARD MEMBERS

FROM: STEPHEN KLEINSMITH, ED.D.

SUBJECT: ADMINISTRATIVE RESPONSIBILITY

DATE: JUNE 23, 2009

As we gear up for another “new” school year, let me remind you that we **DO** appreciate teachers who, day in and day out, help kids. But, as is the case in most schools throughout America, there are a few teachers who need counseled out of this honorable profession.

For those few, I offered this bit of advice to my administrative team:

Teaching Must Be Made Unpleasant For Teachers Whose Performance Hurts Kids

How do we do this:

- ✓ Communicate Expectations
- ✓ Convey Importance of Meeting Expectations
- ✓ Hold Teachers Accountable



I am very proud of what our administrative team has accomplished over the past nine years. Coaching ineffective teachers is one appropriate strategy we should continue using to purge our outstanding staff of those *few* ineffective employees. This procedure provides the employee with new opportunities to seek other areas of employment that may be more suitable to their skills and attitude. If this approach bothers you, please let me know and we can make adjustments with this strategy.

Thank you for your continued support. We cannot do this part of our job without it.

P.S. This “logic” should apply to all Faculty and Staff positions!

cc: Administrators



Examples of accountability

- Students / Parents
"If in doubt, get 'em out!"
- Employees
High expectations and honest evaluations.
- Community
Annual financial audits, Public Portals (public accountability)
- School Board
*Informed decisions, multiple viewpoints.
Facts ahead of chit-chat at the coffee shop.*
- Superintendent
People want a leader who is always REAL, not always RIGHT.
- Strategic Planning
*A very real and authentic process - No sugar coating.
Plan, communicate, take action, evaluate.*



Until we can manage TIME, we can
manage nothing else.

~ Peter Drucker



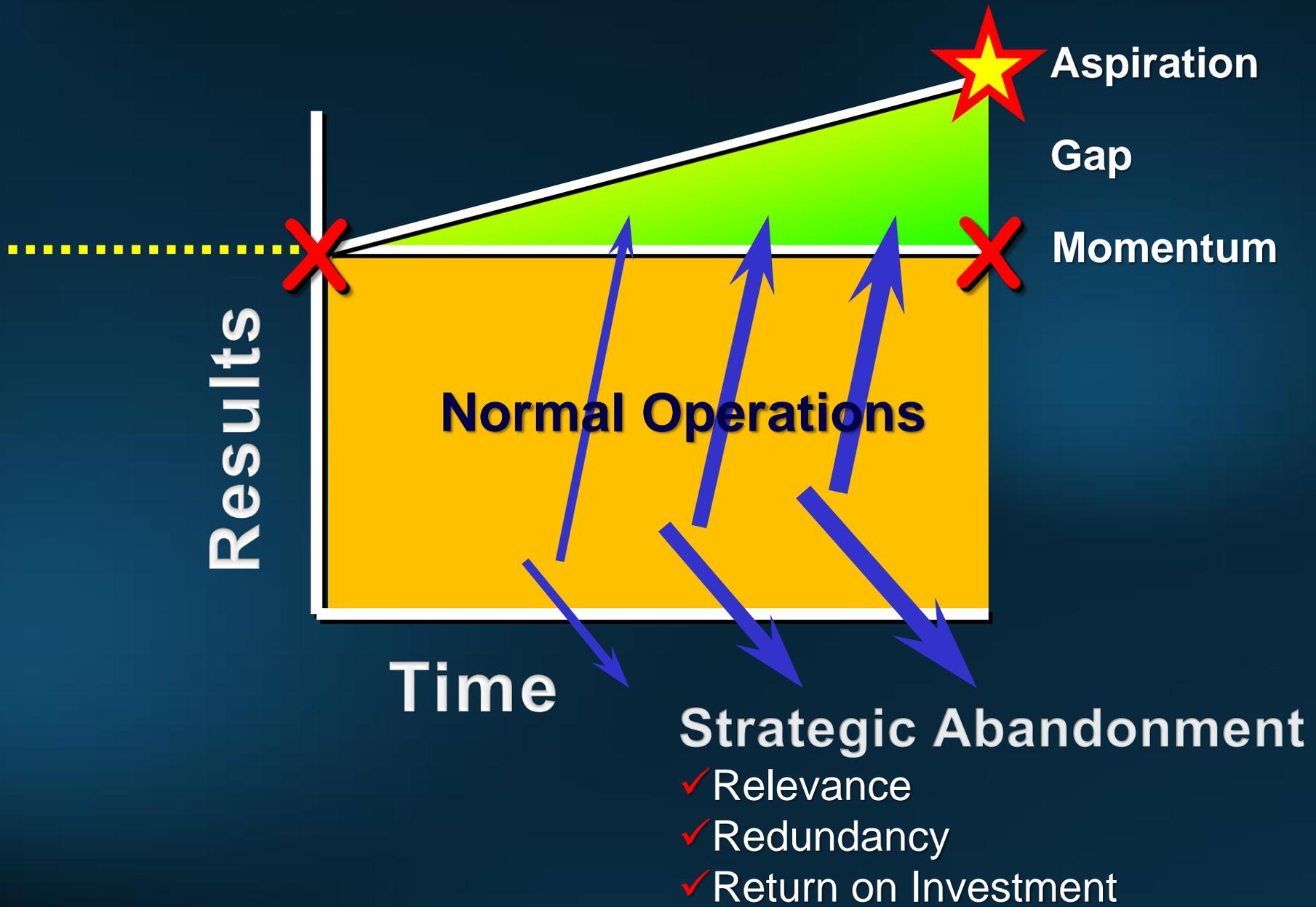
SUPERINTENDENT PERFORMANCE EVALUATION

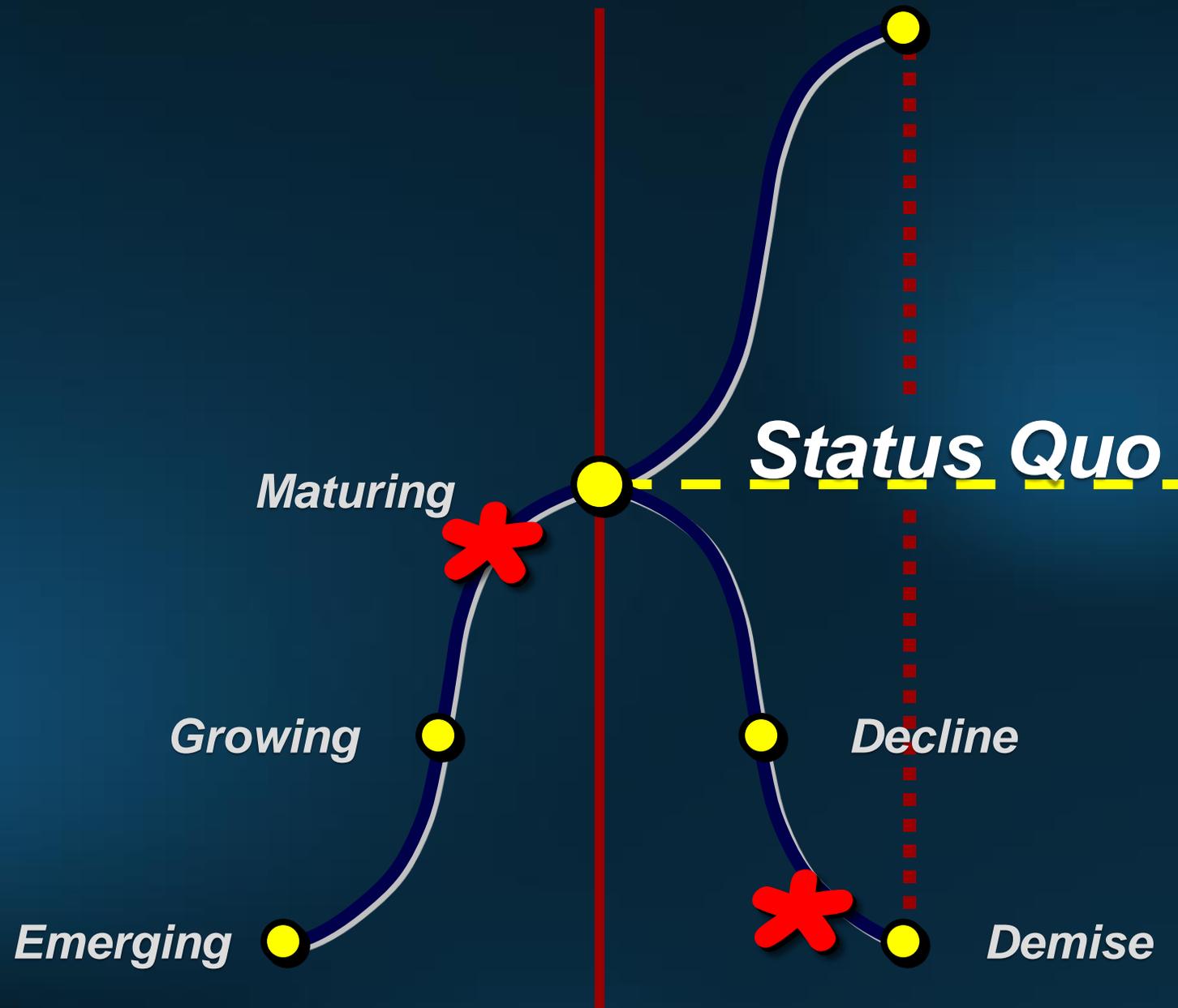
School Board Member "Work Sheet"

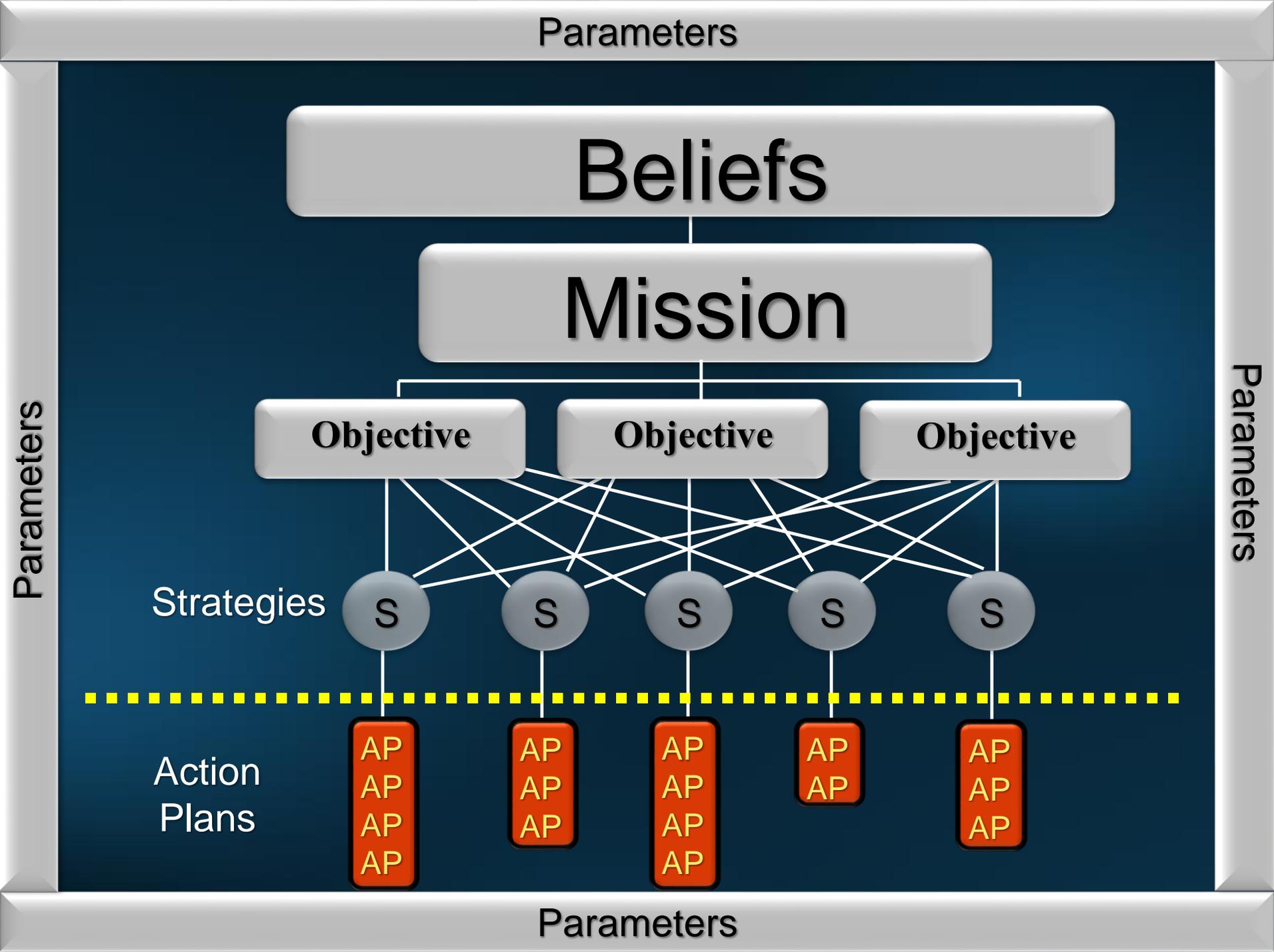
Form updated June 2013



BOARD RELATIONSHIP <i>This standard assesses the superintendent's ability to work with the board to formulate district policy and communicate effectively.</i>	Met or Exceeded Expectations	Expectations Not Met	COMMENTS (Use this space to make comments about Board Relationships or any specific item)
1. Keeps board informed on issues, needs, operation of the school system, employment, promotion, and dismissal of personnel.			
2. Supports board policy and board members to the public and staff.			
3. Has a harmonious relationship with the board.			
4. Upon request, provides clear explanations of alternatives for recommendations.			
5. Works toward creating and maintaining a high degree of understanding and respect between staff and the board.			
6. Advises the board on need for new or revised policies.			
STRATEGIC PLANNING SKILLS <i>This standard addresses Comprehensive School Improvement Planning (CSIP).</i>	Met or Exceeded Expectations	Expectations Not Met	COMMENTS (Use this space to make comments about Strategic Planning Skills or any specific item)
49. Works effectively with board, staff, and community to develop strategic plans, as found in CSIP.			
50. Keeps board and community informed of progress towards the 'mission' as found in our CSIP.			
51. Develops a three to five year plan which includes a mission, outcome, parameters, strategies and action plans.			
52. Visionary goal-achiever. Have goals that are clearly identified, (i.e. Action Plans)			









The People

- **External Facilitator**
A trained individual external to the organization, without bias, to facilitate the planning process.
- **Internal Facilitator**
A trained individual within the organization to oversee, organize and facilitate the strategic planning process.
- **Planning Committee**
A cross-section committee of organizational and community members with a vested interest in the outcomes of the strategic planning process responsible for creating the strategic plan.
- **Action Teams**
A cross-section committee of organizational and community members with a vested interest in the outcomes of the strategic planning process responsible for creating specific result statements – Action Plans.
- **Governing Board**
Ultimate responsibility for approving the strategic plan.



The Process

- Planning Committee Meeting #1
Development of organizational Beliefs, Parameters, Mission, Objectives and Strategies.
- Action Planning Committees
Development of Action Plans to achieve Strategies.
- Planning Committee Meeting #2
Acceptance or rejection of Action Plans – Finalize plan for approval.
- Governing Board Approval
Acceptance, rejection or re-work of Strategic Plan.
- Communication
Communicate the approved plan to all stakeholders.
- Implementation
Selection and implementation of Action Plans.
- Review
Annually review status of Action Plan implementation.



Video

2016 CSIP (Strategic Plan) Update



Dreaming vs. Doing





Share with your neighbor:

How is your district holding itself accountable?

What do you need to do differently to help you grow?

PSYCHOLOGY SHARE SENT WELL COMMON POOR SENSING FIELD EYE RULES ITSELF WAY DIFFICULTIES CERTAIN
INTERACTIONS PROBLEM WORDS LEVELS FEATURE HANGS EAR PRIMARY ENCODER FACE GREAT HUMAN CAUSE BODY TIME RESULT FACTOR VOICE KNOWN INCLUDES EXAMPLES
INTENDED EXAMPLE EFFECTIVE PROCESSES PROPERTIES ORGANISM DIFFICULT DEVELOPMENT PERSONAL SIGNALS
BETWEEN COMMUNICATE USED MESSAGES PHYSICAL DESTINATION SPOKEN SELF TELEPHONE UNDERSTANDING WORD DIFFERENT BEHAVIOR NONVERBAL
SYMBOLS MESSAGE LANGUAGE MEDIA RELATED PERSON VERBAL INDIVIDUAL FORM MEANING DIFFERENT USE BEHAVIOR NONVERBAL
SIMILAR CONTENT DESTINATION SPOKEN SELF TELEPHONE UNDERSTANDING WORD DIFFERENT USE BEHAVIOR NONVERBAL
WRITTEN LEARNING DECODING SIMILAR MEDIA RELATED PERSON VERBAL INDIVIDUAL FORM MEANING DIFFERENT USE BEHAVIOR NONVERBAL
COMMUNICATION
SOUNDS RELATION ALLOWANCE SENDER
PART NOISE SPEECH
QUORUM WRITING INCLUSIVE COMPLEX
SAME REQUIRES STAFF LEAST STAGE CONTACT MAJOR RECEIVER CLEAR TRANSMISSION INTERPRETED TECHNOLOGY CRITICAL LACK ATTITUDES STUDY SOMETHING PROCESS INFORMATION
PREVENT EXPRESSION MAKE POSSIBLE TEXT ORGANIZATION ELEMENTS
MAJOR IMPORTANT ORAL CALLED INCLUDE CODE INTERRUPTED SYSTEM FUNCTION TALK EXCHANGE



Video

Nixa Back to School 2017

It's About "Accountability,"

SILLY!

Questions?

