

Republic School District at a Glance

DISTRICTPICK

- 5,000+ students
- 800+ employees
 - Certified and Classified
- Eight buildings
 - Early Childhood Center
 - Five K-5 Elementary Schools
 - **Republic Middle School**
 - **Republic High School**
 - NEW 5th & 6th Grade building coming in 2025!



Republic School District at a Glance DISTRICTVALUES



Priority One and Priority Two





Leadership is for EVERYONE!





Transformational Leadership







Blue Collar Mentality



Continuous Improvement

Our CSIP focuses on the WHOLE student and WHOLE employee through ACADEMICS, CULTURE & LEADERSHIP

MISSION

RepMO IS preparing each student for future excellence through a safe educational environment.

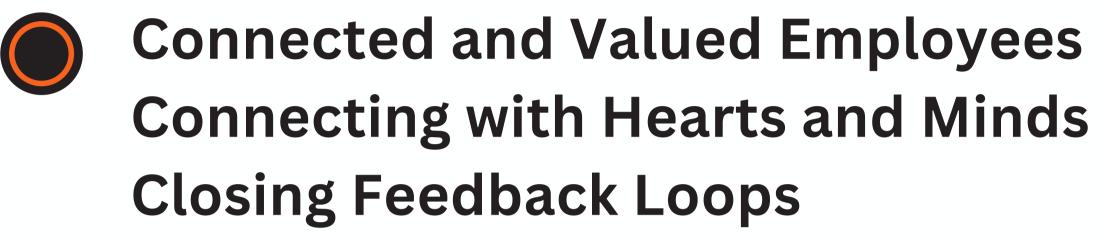
VISION

RepMO WILL BE

a model community dedicated to education without limitation that empowers learners to create their own success.



WHY? To build a best place to work environment!











Overview of Rounding

- <u>District definition</u>: The purpose of rounding conversations is to engage with employees at a deeper level and listen to what is going well and what could be improved. Summaries from conversations are shared anonymously so that all schools and departments across the district have alignment and knowledge of how information is shared. Our conversation will center around the following questions:
 - What is working well?
 - What barriers or challenges are you currently experiencing and what ideas do you have for improvement?
 - Do you have the resources and support you need to do your job? (What might you <u>want</u> that could help you do your job better?)
 - How could I be more helpful to you as a leader?
 - Who is someone who has been helpful to you?
- Thank you cards





Overview of Rounding

- Who conducts rounding?
 - District leadership team
 - Building administrators
 - Directors
 - Central Office administrators
- Organizational chart





Overview of Rounding

Elementary Learning	Secondary Learning	SpEd	Technology	FedPro/Student Services	HR	Elementary Building	Secondary Building	СО
Coursey	Dishman	Goddard	Howard	Trogdon	Bennett	<u>Allen</u>	<u>Williams</u>	<u>Faith</u>
Burton	<u>Long</u>	<u>Lovekamp</u>	Salrin	Phillips	Brock	<u>Lyons</u>	<u>Hagin-Schaefer</u>	Umbarger
<u>Greek</u>	<u>McBroom</u>	<u>Chappell</u>	Strain	<u>Monica</u>	Leonard	<u>Bravestone</u>	<u>Gallion</u>	Archer
<u>Owen</u>	Daugherty	Blanford	<u>Bennett</u>	<u>McCarty</u>	Lester	<u>Bollinger</u>	<u>Pierce</u>	<u>Bailey</u>
<u>Nguyen</u>	Renegar	Trogdon, M.	Thomas	McCulloch New	Martin	<u>Brown</u>	<u>Thompson</u>	Cole
Pullan	/	Overton	· · · · · · · · · · · · · · · · · · ·	Jones		<u>Smith</u>	Fisher	Allen
Brown, J.		<u>Vales</u>	/	Crandall		<u>McMunn</u>	Stephens	Priebe
	/	<u>Glenn</u>	,	<u>Pietruszynski</u>		<u>Phillips</u>	<u>Newton-Woods</u>	<u>Smith</u>
		<u>Luginbill</u>	· · · · · · · · · · · · · · · · · · ·	Fenske		<u>Gove</u>	Hauck	Kramar
	7	<u>Taylor</u>		<u>Peters</u>		<u>Wayt</u>		<u>Luaders</u>
		Williams		Bowers		<u>Lockmiller</u>		Blankenship
				<u>McCanless</u>		<u>Whitlock</u>		McPhail
				<u>Eggleston</u>				
				<u>Neves</u>				
				<u>Hoey</u>				
				<u>Doubrava</u>				
				Tairent				
				Brown				
				Bowser				
4			,	Lankford				
			,	Krudwig				
				<u>Hadinger</u>				



TIMELINE OF IMPLEMENTATION



Timeline of Implementation

- Movement of Informal to Formal
 - Prior to 2022-2023: "On the Spot"
 - Current: Scheduled meetings, prepared with questions & feedback loop implemented

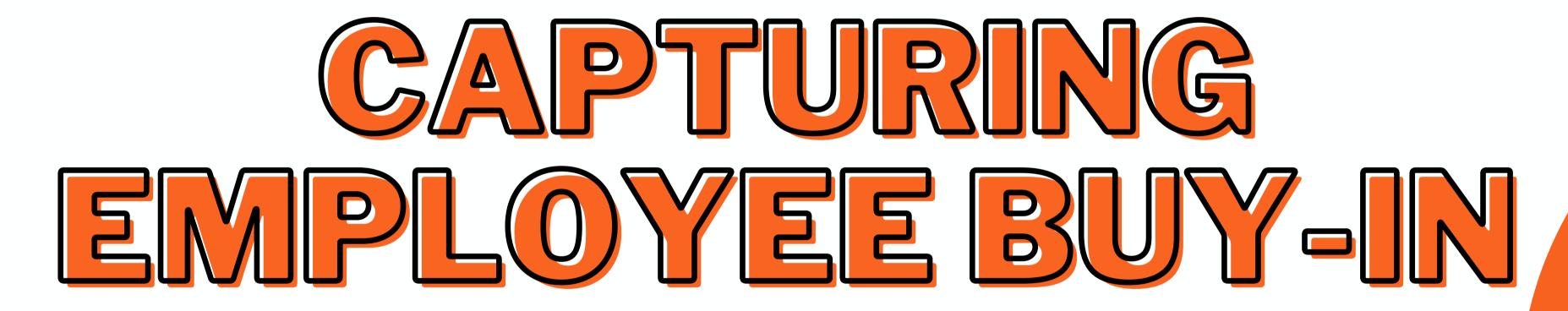




Timeline of Implementation

- 2022-2023 School Year
 - Pandemic
 - Continuous Improvement consulting agency trained leaders
- 2023-2024 School Year
 - Six per month per leader
 - District rounding report
 - Building autonomy to follow up with their staff







Capturing Employee Buy-In

- History of collecting and sharing out feedback
- Connecting this history and "our why" to rounding
 - Introducing to building and department leadership
 - Communicating implementation to all employees









Closing the Feedback Loop

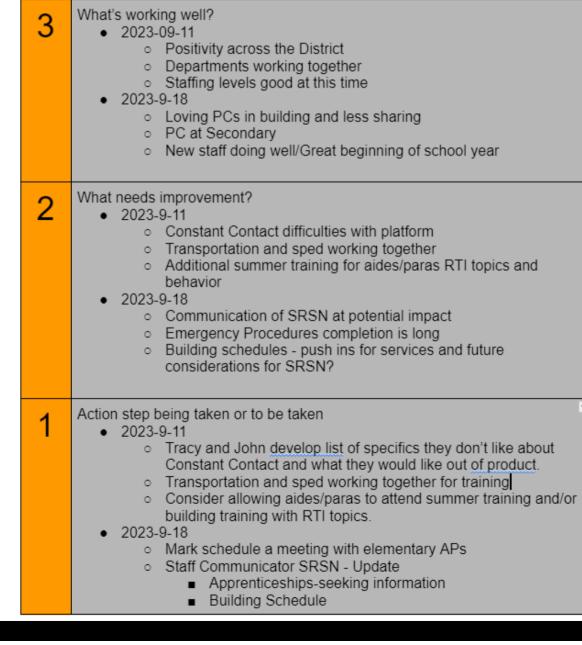
- Weekly Central Office Leadership Meetings
- 3-2-1 Rounding Summary (Leadership)
- Rounding Report (Staff)



Closing the Feedback Loop 3-2-1 Rounding Summary

3-2-1 Rounding Summary

The rounding summary provides feedback on what is working well and what opportunities for improvement (OFI) that we have. As leaders, our goal is to periodically share a rounding summary so that the themes of leader rounding can be shared. If you have questions regarding this summary or need further information, please reach out to vour senior leadership team member.



Closing the Feedback Loop Rounding Report

ROUNDING REPORT

This Rounding Report is a way to communicate how Republic School District leaders are addressing the



2023-2024 (Quarter 1)

Completed!	
Feedback Received	Action
 November-March for winter weather readiness, can we figure out another option? Spring 2023 - Students and staff would benefit from regular education behavior support for PK-5th grade. Spring 2023 - Maternity leave would be a benefit for staff members who are starting families but would still like to work. 	 Summer 2023 - Elementary students home when severe winter weather is i Summer 2023 - A behavior intervention the 2023-2024 school year with us. Summer 2023 - Republic School Distrimaternity leave for qualifying staff. Spring 2023 - A single-stall bathroom
Under Review	
Feedback Received	Update
 Curriculum Development Committee? Fall 2023 - Could we adjust the start of the school year to not be a full week? Fall 2023 - Teachers would benefit from having more protected time to prepare - for the start of the school year. Fall 2023 - Would it be possible to analyze Master's Salary Schedules in comparison to regional districts? 	 Fall 2023 - Central Office Leadership is do have two or more. There are budge Fall 2023 - This is being added to the 2023. District calendars are required to Fall 2023 - This is also being added to Fall 2023 - This will be part of budget spring of 2024. Fall 2023 - Phonemic awareness and p in grades 3-5 will be a summer learning
Not Now and Why Feedback Received	Reasoning
None at this time.	

themes, ideas and feedback collected during "rounding" conversations with employees.



will now only take their Chromebooks n the forecast.

- ion specialist has been hired and started
- rict is now offering two weeks of paid
- n was added to remodel plans.

members are discussing. Some grade levels et and time considerations under review. TASK agenda for the fall and winter of to work around state statutes. o the TASK agenda.

t analysis during the winter of 2023 and

phonics professional learning for teachers ng option in the summer of 2024.







Evidence of "Wins"

- Implementation of maternity/paternity leave
- PTO replacing "sick" and "vacation" days
- Changing the first day of school to a Tuesday and other calendar adjustments



Evidence of Impact

- Survey data qualitative and quantitative
- Survey comments
- Add







NEXTSTEPS







Next Steps

- Rounding Reports at the building level
- Rounding on specific topics
- Expansion of rounding on community members and parents







QUESTIONS?





