Appearance of Confusion v. Coherence of Efforts

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Leadership Responsibility

The appearance of confusion can exist when there are multiple, not-explicitly connected, efforts occurring throughout the District. The limited view of any one position within the District provides a different perspective on the program specifically and the district culture overall. It is the responsibility of District Leadership to provide information and a framework in which to see the coherence within the system.
Appearance of Confusion

Collectively we are trying to impact several areas related to our work in the District in order to achieve our Mission

Minimal opportunity to get together “in the same room” as a District and discuss due to the whirlwind of our jobs

Connections between and among multiple projects are not always obvious, especially at the onset

Leadership Responsibility

District Leadership is taking time at each half-day PD to have transparent communication about

A. District Mission, Vision, Fundamental Beliefs

B. What we are trying to build because of A

C. How we can each do our part in moving down the path and up the mountain toward A

D. Recognizing and celebrating what it looks like in action
District Vision Statement

Achieving Success One Student at a Time

District Mission Statement

In order to accomplish our vision, it is the mission of the Ephrata Area School District to provide all students a secure learning environment and exemplary academic programs that inspire all students to reach their full potential.
If EASD was a Christmas Tree...

- SAMR
- Life Ready Graduate
- Blended Learning
- Formative Assessment
- Mountaineer Academy
- Schoology
- Twitter
- Computer Science
- 4Cs
- Maker Space
- Personalized & Customized
- Project Based Learning
- Growth Mindset
- Coding
- PLC
- MTSS
- STEAM
- WCN
- Differentiated Instruction
- Technology Integration
- 1:1
- Personalized & Customized
- Project Based Learning
- STEAM
a coherent system of connected and continuous efforts aimed at supporting adults and preparing students for the challenges they face and the future they will experience

Shared Understanding of Fundamental Ideas

1. Trust is essential to the success of any organization.
2. Highly Skilled Teachers are the most important component to any school district.
3. Technology is just another instructional tool.
4. The world that our students will experience is changing at a rapid rate.
5. Learning is an individual experience.
6. Growth Mindset should be modeled and promoted – none of us is as good as we can be.
The world our students will experience is changing.

The National Association of Colleges and Employers (NACE), a non-profit group that links college career placement offices with employers, ran a survey where it asked hiring managers what skills they plan to prioritize when they recruit from the class of 2015 at colleges and graduate schools. They ranked them in order of importance.

NACE Survey Results

1. Ability to work in a team structure
2. Ability to make decisions and solve problems (tie)
3. Ability to communicate verbally with people inside and outside an organization
4. Ability to plan, organize and prioritize work
5. Ability to obtain and process information
Learning is an **Individual** Experience

Todd Rose is the Director of the Mind, Brain, & Education program at the Harvard Graduate School of Education. His work is focused at the intersection of the science of individuality and the practice of personalization in education. He is also the co-founder of The Center for Individual Opportunity, a non-profit organization that promotes the principles of individuality in work, school, and society. Todd is the author of *The End of Average*. 
Connecting the Dots
By supporting progress with the use of modern tools, enabling effective instructional strategies and engaging students to acquire the knowledge and skills needed to accomplish their dreams, we are achieving the District Mission.
Coherence of Efforts

By striving to create and maintain a culture of collaboration, creative risk-taking, and reflection where each student is engaged in a customized learning path based on his/her interests, what they know, how they learn and what they want to become, we can realize the vision of achieving success, one student at a time.