



ALIGNING YOUR MISSION FOR STUDENT ACHIEVEMENT

MAKING YOUR DREAMS FOR STUDENTS COME TRUE

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ALIGNING MISSION WITH STUDENT ACHIEVEMENT

PART 1 – START WITH WHY

PART 2 – FIND YOUR PATH



WHY?

JOHN'S STORY



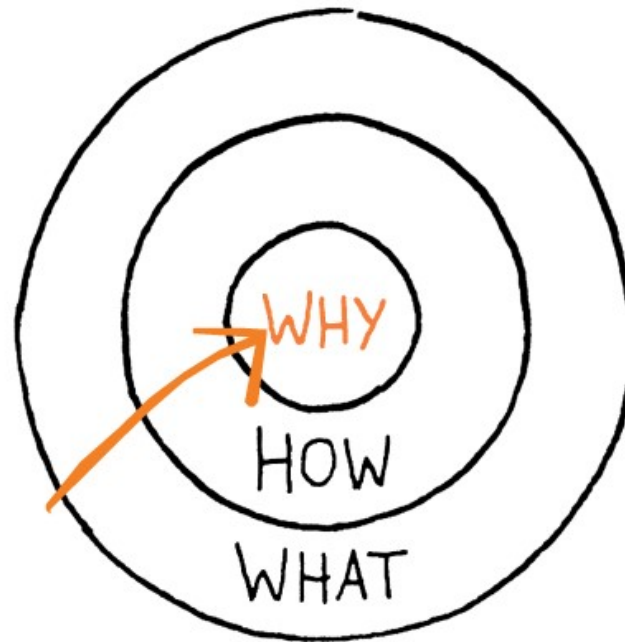


1. START WITH WHY

- WHY ARE YOU HERE? YOUR STORY
- WHY DOES YOUR SCHOOL EXIST? YOUR SCHOOL'S STORY
- WHY DOES THIS MATTER TO YOUR STUDENTS? YOUR STUDENTS' STORY



The Golden Circle



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To make a contribution to the world by making tools for the mind
that advance humankind. Steve Jobs

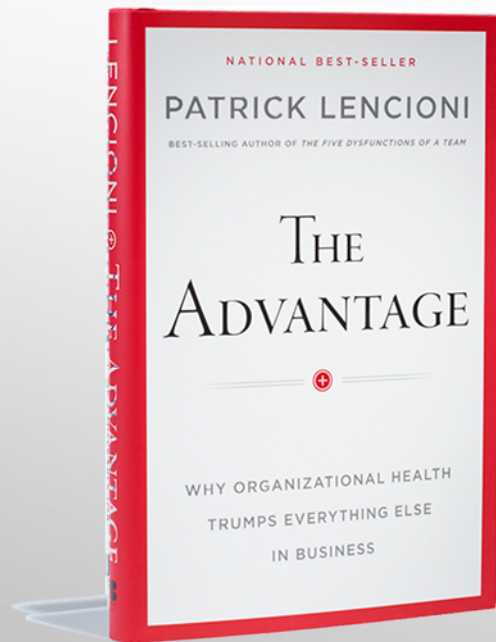


WE NEED CLARITY

- BUT SEEK FIRST THE KINGDOM OF GOD AND HIS RIGHTEOUSNESS, AND ALL THESE THINGS WILL BE ADDED TO YOU. MATTHEW 6:33



BUILDING A HEALTHY SCHOOL



HEALTHY VS. UNHEALTHY

- WHAT DOES THE CULTURE OF A HEALTHY SCHOOL LOOK AND FEEL LIKE?
- HOW DOES THIS DIFFER FROM AN UNHEALTHY (OR DYSFUNCTIONAL) SCHOOL CULTURE?



BUILDING A HEALTHY SCHOOL



- FIRST – BUILD A COHESIVE LEADERSHIP TEAM



BUILDING A HEALTHY SCHOOL

SECOND – CREATE CLARITY

1. WHY DO WE EXIST? MISSION

Training and inspiring servant leaders
through exceptional Christ-centered
education and programs



COMPANY MISSION STATEMENT

...PROVIDES ITS CUSTOMERS QUALITY OFFICE
AND INFORMATION TECHNOLOGY PRODUCTS,
FURNITURE, PRINTING VALUES AND THE
EXPERTISE REQUIRED FOR MAKING INFORMED
BUYING DECISIONS.



BUILDING A HEALTHY SCHOOL

THIRD – OVER-COMMUNICATE CLARITY

- GREAT LEADERS SEE THEMSELVES AS CHIEF REMINDING OFFICERS
- STAFF SHOULD BE ABLE TO ACCURATELY ARTICULATE THE SCHOOL'S REASON FOR EXISTENCE, VALUES, STRATEGIC ANCHORS, AND GOALS.



BUILDING A HEALTHY SCHOOL

FOURTH – REINFORCE CLARITY

- LENCIONI PUSHES THIS CLARITY INTO SYSTEMS LIKE HIRING, EVALUATING, REWARDING, AND FIRING
- WE CAN DRIVE THE CLARITY OF WHO WE ARE INTO THE PROGRAMS THAT INVOLVE OUR STUDENTS



THE 4 DISCIPLINES OF ORGANIZATIONAL HEALTH



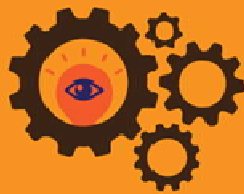
1. Build a Cohesive Leadership Team

Build a small leadership team with the 5 essential components.



2. Create Clarity

Define your playbook using the 6 key questions.



4. Reinforce Clarity

Institutionalize the playbook answers by integrating them into every human system.



3. Overcommunicate Clarity

Communicate the playbook answers repeatedly until they stick.



DISCUSSION QUESTION

- WHAT AREA NEEDS THE MOST WORK IN YOUR SCHOOL?
 - GETTING RID OF TEAM DYSFUNCTION
 - HAVING A CLEAR AND COMPELLING MISSION
 - OVER-COMMUNICATING SO EVERYONE CLEARLY KNOWS YOUR WHY
 - BUILDING SYSTEMS THAT UNDENIABLY DELIVER YOUR MISSION



2. FIND YOUR PATH



POSSIBLE PATHS TO PARTIAL SUCCESS



People



Programs



Low Bar



A BETTER PATH

THE MORE SUCCINCTLY AND ACCURATELY YOU
CAN STATE WHO YOU ARE...

- THE MORE YOU CAN BUILD CREDIBILITY WITH
YOUR CONSTITUENTS
- THE CLEARER YOUR PATH WILL BECOME



THE BEST PATH

Foundational
Statements



Effective
Programs



FINDING OUR WAY

USING HERITAGE AS AN EXAMPLE



VISION TRANSFORMATION

2009 **VISION**

FOUNDED IN 1973, HCS IS A PK-12 CO-ED PROGRAM WITH THE GOAL OF EDUCATING STUDENTS IN BROAD ACADEMIC DISCIPLINES. OVER 90% OF OUR GRADUATING SENIORS ATTEND SOME OF THE TOP FOUR-YEAR COLLEGES, UNIVERSITIES, AND VOCATIONAL PROGRAMS. WHILE NURTURING THE INTELLECT OF IT'S STUDENTS, HCS ALSO BUILDS MORAL STRENGTH IN IT'S YOUNG MEN AND WOMEN. WE ARE ACCREDITED BY THE ASCI. HCS SEEKS TO TRAIN ITS STUDENTS NOT TO ESCAPE THIS WORLD BUT TO GO INTO THE WORLD WITH A CHRISTIAN WORLDVIEW & MAKE A DIFFERENCE. THE HERITAGE EXPERIENCE WILL TEACH STUDENTS TO BE DRIVEN BY CHRIST-CENTERED THINKING & DIRECTED BY HEARTS FULL OF COMPASSION FOR SHARING THEIR FAITH & CONVICTIONS.

2015 PORTRAIT OF A GRADUATE

- PREPARED TO SERVE AND LEAD IN HOME, CHURCH, AND COMMUNITY
- PREPARED TO LIVE WITH INTEGRITY AND DISCERNMENT
- PREPARED TO BE COMMITTED TO CHRIST AND TO THE PURSUIT OF BIBLICAL TRUTH

2018 PORTRAIT OF A GRADUATE

- **RELATIONAL** - SERVING AND LEADING IN HOME, CHURCH, WORKPLACE, AND COMMUNITY
- **HONORABLE** - LIVING WITH INTEGRITY AND DISCERNMENT
- **GODLY** - COMMITTED TO CHRIST AND TO THE PURSUIT OF BIBLICAL TRUTH TO IMPACT THE WORLD
- **PREPARED** - WELL-ROUNDED AND ACADEMICALLY EQUIPPED FOR THE PURSUIT OF AN EXCEPTIONAL VOCATION

MISSION TO PROGRAM

MISSION

TRAINING AND
INSPIRING **SERVANT
LEADERS** THROUGH
EXCEPTIONAL,
CHRIST-CENTERED
EDUCATION AND
PROGRAMS

WHAT PATH?

- A PREPACKAGED LEADERSHIP PROGRAM
- MAKE UP A PROGRAM FROM SCRATCH
- FIND A MODEL THAT COULD BE ADAPTED –
THE LEADER IN ME

WHAT PROGRAM?



OUR PATH

Mission
Statement

Portrait
of a
Graduate

Leadership
Trek



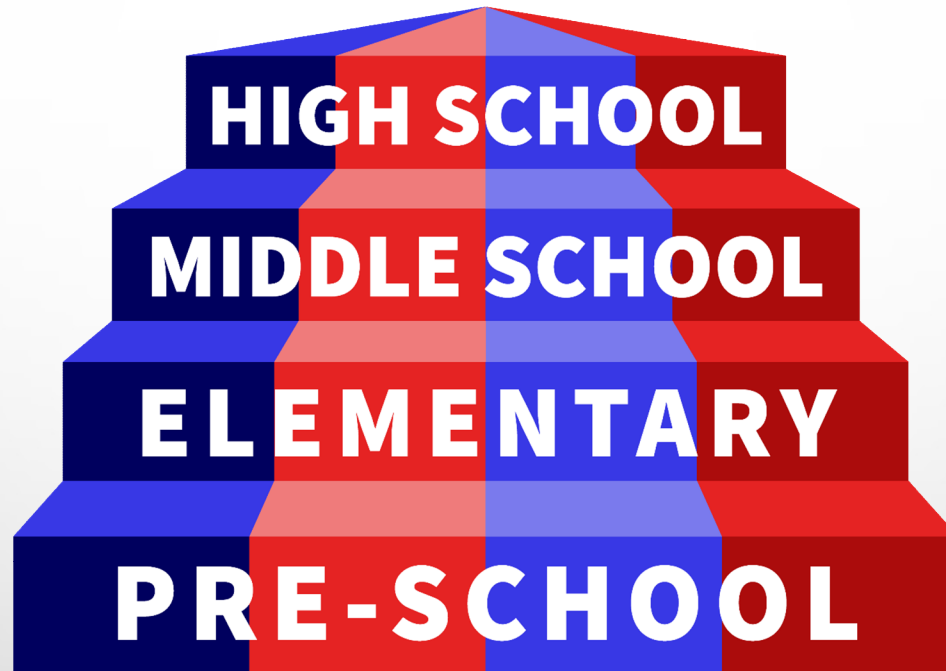
BUILDING THE PATH



CONSTRUCTION

- WHAT OUTCOMES DO WE WANT?
- WHAT IS THE TIMELINE?
- WHAT ARE THE OUTCOMES AT EVERY LEVEL?
- HOW WILL EFFECTIVENESS BE MEASURED?





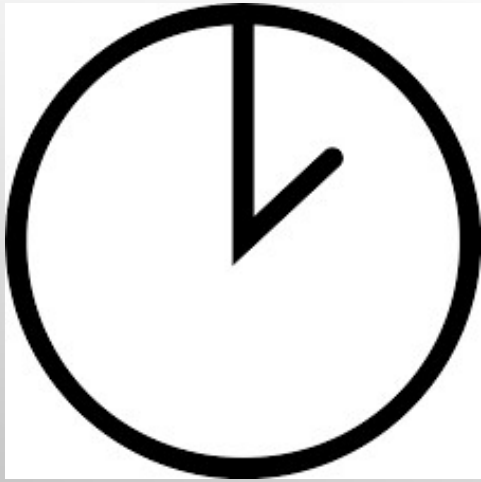
RELATIONAL

HONORABLE

GODLY

PREPARED

TIMELINE

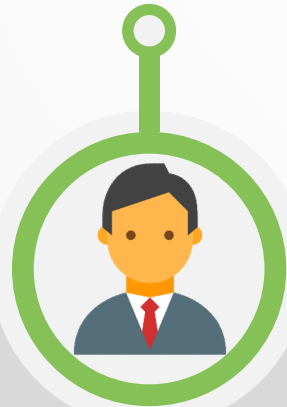


- WHAT INFORMATION WILL NEED TO BE COMMUNICATED TO EVERYONE?
- WHAT PARAMETERS NEED TO BE SET?
- WHAT GROUPS NEED TO WORK ON IT?
- HOW MUCH TIME WILL EACH GROUP NEED?

LEADERSHIP TREK TIMELINE

WINTER 2017 – USE
PORTRAIT OF A
GRADUATE

2017-18 – GROUPS
WORK WITHIN EACH
SCHOOL DIVISION



FALL 2016 – SEEK
LEADERSHIP
PROGRAM

SPRING 2017 –
CREATE OUTLINE
FOR PROGRAM

2018-19 – ROLL OUT,
WORK ON METRICS

PROGRAMMING

- WHAT "CURRICULUM" NEEDS TO BE PLANNED?
- WHAT ACTIVITIES NEED TO BE INCLUDED?
- WHAT TRAINING WILL BE NEEDED FOR IMPLEMENTATION?
- WHO WILL BE IN CHARGE OF WHAT?



| | Preschool | Elementary | Middle School | High School |
|------------|---|---|----------------------------------|---|
| Relational | Include Parents | Problem solving & life skills for relationship | Kindness | Gracious |
| | Teach Physical Independence | Communication skills rooted in respect & love | Conflict resolving | Trust Building |
| | Affirm Leadership behavior | | | Self-sacrificing |
| | Others First | | | |
| Honorable | Honesty | Biblically based decision making | Integrity | Wise / Discerning |
| | Obedience | Personal responsibility in actions & academics | Self-Accountability | Peer-Accountability |
| | Self-Control | | | |
| | Examining motives | | | |
| | Accountable | | | |
| Godly | Good news! | God 1 st , Others 2 nd , Self 3 rd | Service | Passionately pursuing Christ |
| | Teach Bible stories | | Humility (attitude of gratitude) | Impacting others |
| | Biblical truth to guide behavior | | | |
| | Relate things to their own life | | | |
| Prepared | Skill Development: <ul style="list-style-type: none"> ● Academic skills ● Social skills ● Emotional skills ● Fine & Gross motor skills | Develop a growth mindset | Fully engaged | Goal setting & achieving |
| | | Academic Initiative & Independence | Embrace academic challenges | Bold risk taking both academically & vocationally |
| | | | | |
| | | | | |

COMMUNICATE

REMEMBER THE MOST
IMPORTANT THING WE CAN
DO AFTER CREATING CLARITY
IS TO OVER-COMMUNICATE
CLARITY

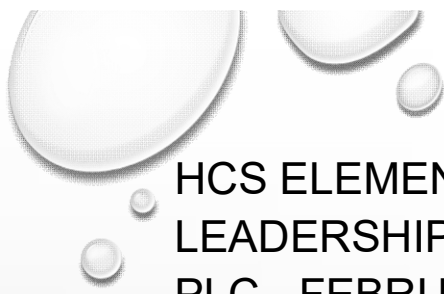
- WHAT IS THE CLEAR MESSAGE?
- WHAT MEDIUMS DO WE USE TO COMMUNICATE?
- HOW DOES IT GET DELIVERED TO STUDENTS, PARENTS, DONORS, ETC?



ROLL OUT

HOW DOES THE RUBBER MEET THE ROAD?





HCS ELEMENTARY
LEADERSHIP TREK
PLC - FEBRUARY 27, 2019

1. REVIEW THE EXPECTED STUDENT OUTCOMES. THESE CANNOT CHANGE.
2. EVALUATE IF WE ARE TRULY ACHIEVING, OR ON TRACK TO ACHIEVE THESE OUTCOMES THIS YEAR.
 - YOUR GRADE LEVEL “MEASUREMENTS” SECTION CAN BE A GOOD GUIDE IN DETERMINING THIS.
3. REVIEW & EVALUATE THE “SUGGESTED LABS, ACTIVITIES, & TASKS”.
 - ARE THESE LISTED ACTIVITIES GOING TO FULLY GET US TO OUR OUTCOMES?





ASSESSMENT

HOW DO WE KNOW IF IT IS WORKING?



ASSESSMENT



Individual



Divisional



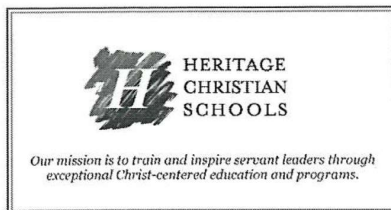
School-Wide

INDIVIDUAL ASSESSMENT

Heritage Christian Schools
Elementary Report Card

2018-2019

Grade: 4
Teacher:
Student:



| Attendance | Q1 | Q2 | Q3 | Q4 |
|-----------------|----|----|----|----|
| Days in Quarter | | | | |
| Days Absent | | | | |
| Days Tardy | | | | |

Proficiency Scoring Key

| Level of Proficiency | Consistently Exceeds Expectations | Consistently Meets Expectations | Progressing toward Expectations | Area of Concern |
|----------------------|-----------------------------------|---------------------------------|---------------------------------|-----------------|
| Score | 4 | 3 | 2 | 1 |

*as curriculum is reviewed and aligned to standards, proficiency based grading will be used to report student progress toward stated grade level benchmarks
x=not applicable at this time

| | Quarter | Q1 | Q2 | Q3 | Q4 |
|--|---------|----|----|----|----|
| LEADERSHIP DEVELOPMENT | | | | | |
| Relational | | | | | |
| Works cooperatively to solve problems | | | | | |
| Communicates with respect and love | | | | | |
| Honorable | | | | | |
| Takes responsibility for academic learning | | | | | |
| Takes responsibility for personal actions | | | | | |
| Godly | | | | | |
| Practices Biblically-based decision making | | | | | |
| Puts others first | | | | | |
| Prepared | | | | | |
| Develops a growth mindset | | | | | |
| Takes academic initiative | | | | | |



DIVISIONAL AND SCHOOL-WIDE ASSESSMENT

WE ARE CURRENTLY WORKING THROUGH THIS

- WE ARE ALLOWING A DEGREE OF AUTONOMY AT EACH LEVEL
 - THERE IS A LOT OF DIFFERENCE BETWEEN A PRESCHOOLER AND A HIGH SCHOOL STUDENT
- 



FINAL THOUGHTS

- QUESTIONS
- SHARING INFORMATION
- DIALOGUE GOING FORWARD
- SUCCESS STORIES





THANK YOU

IT WAS AN HONOR AND JOY TO BE WITH YOU!

