

Moving From:
Strategy to Student Success:
Practical Implementation of the
Four Essential Roles of Leadership
Small School Leaders 2025

Goals for our short time together

An invitation for each of you to grow in both understanding and the ability to operationalize:

- ❑ Strategic Planning through Nested Goals
- ❑ How Executing Strategy (Essential Role 3) using the 4 Disciplines of Execution transforms the system
- ❑ The power of Scoreboarding (Discipline 3) and Cadences of Accountability (Discipline 4)

Greet your Neighbor

Introduce yourselves

What would you like to take away from the time we spend together?

Jay Tyus–Superintendent Wilbur and Creston Cooperative School Districts

Reach out at anytime if there is any way I can support you...

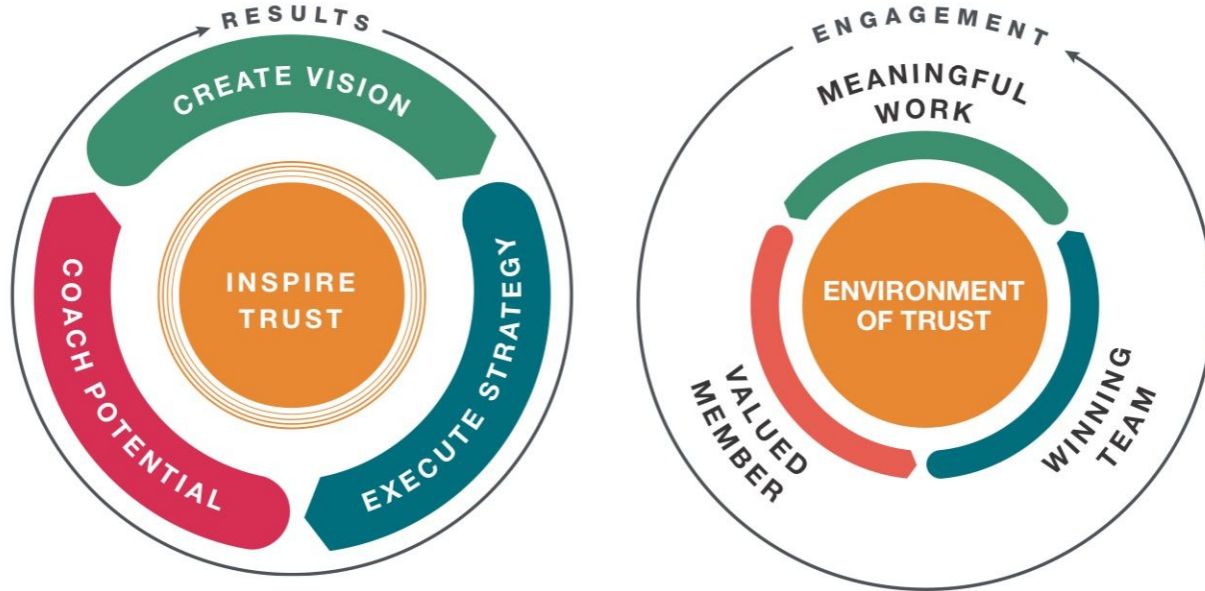
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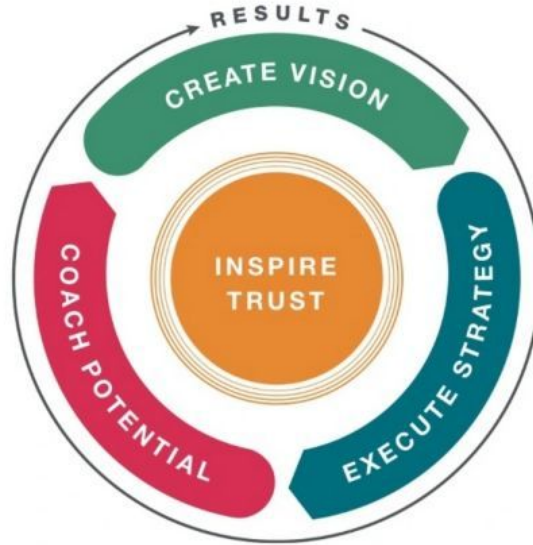
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THE 4 DRIVERS OF ENGAGEMENT REFLECT THE 4 ESSENTIAL ROLES OF LEADERSHIP



The 4 Essential Roles of Leadership



FranklinCovey

The 4 Disciplines of Execution

Discipline 1:

Focus on the Wildly Important

Discipline 2:

Act on the Lead Measures

Discipline 3:

Keep a Compelling Scoreboard

Discipline 4:

Create a Cadence of Accountability



All systems are perfectly
aligned to achieve the
results they get.

Arthur W. Jones

THE WILDCAT

Way

Our Mission

**Each Wildcat is Valued, Accepted,
and Educated as a Whole Person**

Our Vision

**Each Wildcat Belongs, Learns, and
Thrives**

WILBUR SCHOOL DISTRICTS

202 SE Pope St, Wilbur, WA 99185
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CRESTON SCHOOL DISTRICT

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Where we all belong

**WILBUR CRESTON
SCHOOL DISTRICTS**

WILDLY IMPORTANT GOALS

Communication

- A school website that is continually updated by a communication director.
- A High School and Jr High student led newsletter.
- Explore the idea of a 2 day waiver for student led conferences in the spring of the '24-'25 school year.

Student Success

- Each student will have a plan for success after high school with the offerings and expectations given during their educational time.
- For each student to reach their full potential, we will have a positive, consistent, and nurturing environment.

Teaching & Learning

- By the beginning of '25-'26 school year, each student will be a data and assessment partner in the classroom with goal setting and progress tracking.
- Each school will create a Leadership Team that drives improvement and growth in the areas of Academic, Culture, and Leadership.

Fiscal & Facility

- Wilbur and Creston School Districts will ensure safe, clean, and learning ready schools with increased modernization expectations using a minimum of local funds when possible.
- Beginning in the '24-'25 school year, the Wilbur and Creston School Districts will develop and approve budgets that do not exceed revenues.



WIG Planning



- The Wildly Important Goal Creation model is a Process
- It is deeper than a smart or smarty goal
- It is simple than most goal processes, yet when done well WIGS are inclusive of incredible power

Focus on the Wildly Important



X → Y → When

- Start Line
- Finish Line
- Deadline

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WIG Worksheet

Wildly Important Goal Planning Worksheet

FOCUS ON THE WILDLY IMPORTANT

--

Where am I?	Where do I want to be?	By When?

ACT ON THE LEAD MEASURES

--

CREATE A CADENCE OF ACCOUNTABILITY

My Accountability Partner(s) is(are):

--

Create a Compelling Scoreboard:

How will you know that you are on track or achieved your goal?

Does the Scoreboard Pass the 5 Second Test?

--

Discipline 1

Discipline 2

Discipline 4

Discipline 3

Teaching and Learning Goal 1:

By the Beginning of '25-26 school year, each student will be a data and assessment partner in the classroom with goal setting and progress tracking.

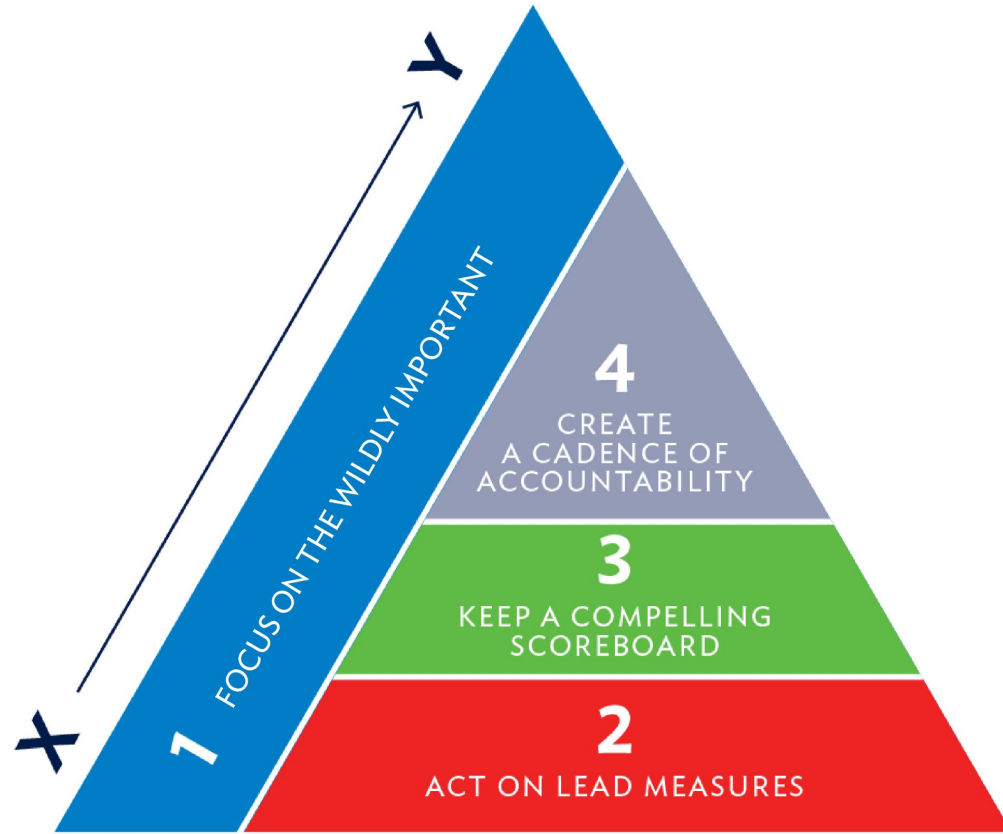
X—Students are not tracking data or assessments

Y—Students know the Essential Standards, and can answer the PLC questions for themselves. They have tools to track progress based on goals they have set for themselves around what is essential.

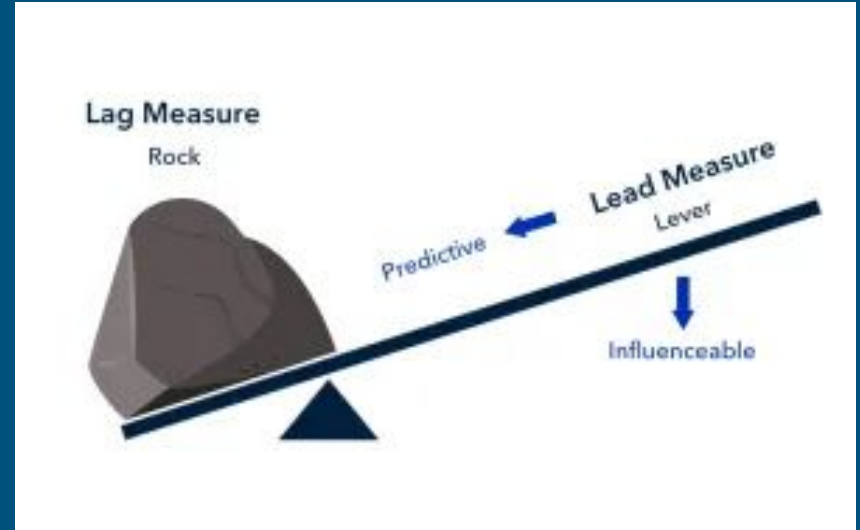
When—Next Fall (We are a little behind)

How are you doing with the
SGG shifts?

How could this goal support
some of the challenges your
team is facing?



Act on the Lead Measures



Act on Lead Measures



Lead Measures are actionable

Lead Measures are predictive of outcomes

Lag Measure are end results

Teaching and Learning Goal 1: Lead Measures

By the Beginning of '25-26 school year, each student will be a data and assessment partner in the classroom with goal setting and progress tracking.

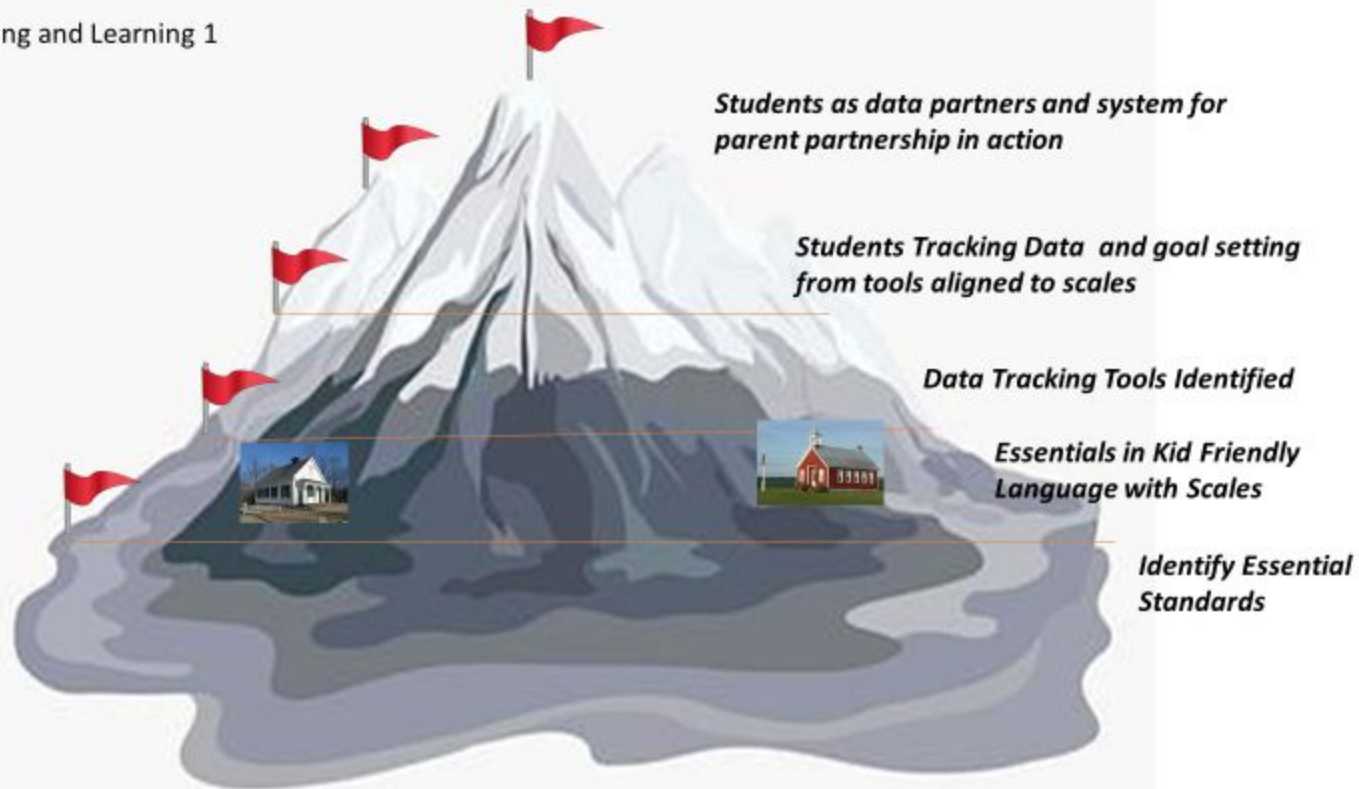
1. Intentional time for teachers to develop implementation practices and strategies that lead students into being effective partners in goal setting and tracking.
2. Ongoing professional development that identifies and develops data tracking tools that are functional and appropriate by grade level or content.
3. Align the Essential Standards to rubrics with clear performance levels for data tracking and goal setting.

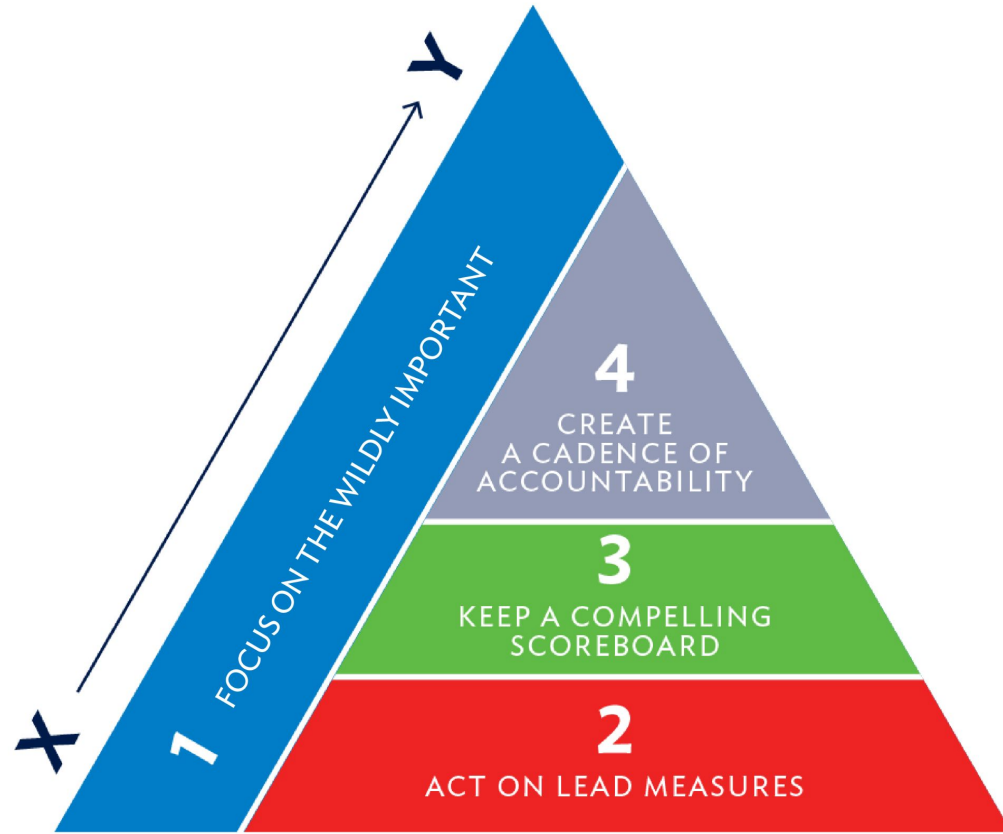


Create a Compelling Scoreboard Discipline 3

- ❑ Track the LEAD Measures regularly
- ❑ Pay attention to the supports to change behaviors
- ❑ Track progress on the Lag Measure and end in mind as well
(less often)
- ❑ Create a scoreboard that tells the story in 5 seconds or less

Teaching and Learning 1





Accountability is a Verb

Accountability: the quality or state of being accountable.
Especially: an obligation or willingness to accept responsibility for one's actions.

Talk to your partner.... In your setting, what is the response to the word, Accountability?

Accountability is a Verb

For us, Accountability is:

***THE ABILITY TO JOYFULLY ACCOUNT FOR OUR WORK, AND
GROWTH!***

Create a Cadence of Accountability

Administrator PLC meets weekly with two standing items:

*Professional Development Report and Next Steps

*WIG Commitments

*Scoreboard Update Monthly and part of Superintendent Board Report

3:30	PD Report: <i>*Jan 31 Danielson and Action/Lighthouse</i> <i>*Feb 7 Danielson and Action/Lighthouse Teams</i>
	PD Update: <i>*Feb 21 Action Teams—Essential Standards</i> <i>*March 21 TBD</i>
	February School Board: Mid Year Data Presentation Begin the Presentation! What do we want to share? What is the format we should use? What is common? What is unique?
	February and March Big Rocks: Center for Educational Effectiveness, EES Launched Yesterday! Spring Conferences with MRA (Measurable Results Assessment) 3-25→ ?Leadership Day?
4:15	4DX: Cadence of Accountability: *How have we moved the needle forward on our WIGs and on our past commitment: *What are each of us committing to today that will move the needle forward on our WIGs:
4:30	

Gantt Charting: Project Management Quality Tool


- ❑ Reciprocal support requires at least 1 dose of support for each dose of improvement.
- ❑ We believe that support should be double the expectations
- ❑ District to building leader support at Least (2) doses before Staff exposure
- ❑ Building leader at least two doses before student introduction
- ❑ Teachers at least two supports prior to student performance shifts

Scripting the Moves


Actions/Events	June 15-30	July 1-15	July 16-30	August 1-15	August 16-30	Sept 1-15	Sept 16-30	Oct 1-15	Oct 16-30	Nov 1-15	Nov 16-30	Dec 1-15	Dec 16-30	Jan 1-15	Jan 16-30	Feb 1-15	Feb 16-28	March
7 Habits Training	June 17-18																	
Right Response	June 20																	
AWSP/WASA	June 23-25																	
ESD Safety Summit				August 5-6														
4DX Training				Aug 14	4 Roles with Specific Deep Diver into Executing Strategy					Gather Food for Family Night								
Lexia Success Matrix					Aug 15													
Molly Jo Consult					Aug 15													
Screenagers					Aug 15	Cook Dinner Prior												
Core 1 Training					Aug 21	Molly Jo in town to get everyone lined out												
Open Houses					Aug 26													
PD Days					26-27													
First day of School					28													
Admin PLC					9-3	Reflect on Start/Plan forward												
Fall NWEA MAP						9-3	10-15											
Admin PLC						9-10	Focus on Scoreboarding and PD models											
CTE Advisory							9-17	Tune Moved: Start with Moving the Needle and more on Scoreboarding										
PD 1							9-20	Wilbur: Safeschools										
Admin PLC							9-24	Run Lighthouse on LIA PD Plans										
Molly Jo Consult call							9-27	Mollijo consult prior to Lighthouse Training Dates										
Native American Day							9-30											
Admin PLC								10-1	In person PD logistics and classrooms									
PD2:								10-4	Wilbur: Continue on WIGs and Goal Setting Learning by Doing, Creston, Strategic Planning Goals/ Break Data									
Admin PLC								10-8	NWEA Data Suite									
Admin PLC								10-15	Students as Data Partners									
Fall Data Profile P/T								10-15	10-29									
ASVAB									10-16									
PD 3									10-18	Wilbur, Break groups ES and HS and move WIGs to students								
Admin PLC									10-22	Evidence of Impact and WIG/Eval planning								
Admin PLC									10-29	Evidence of Impact and WIG/Eval Planning--Pre for the 1st								
PD 4										11-1	Creston Lighthouse Training, Final Touches on WIGs and an hour to write in the AM.							
Admin PLC										11-5								
Lighthouse Team Wilbur										11-5	Wilbur lighthouse with HS Kids							
Admin PLC										11-12								
PD 5										11-15	Creston Leader in ME: Lighthouse and plan moving forward. Lighthouse Adult Team, Pre							
Admin-PLG-											11-19	Working through Perception Data						
Fall Conferences											11-19, 11-2	Wilbur and Creston Late Night Tuesday, Keller on Tuesday Also						
Admin PLC											4-26							
Fall Data Profile S/P											11-1	Make sure we have touches on MAP and other screeners prior						

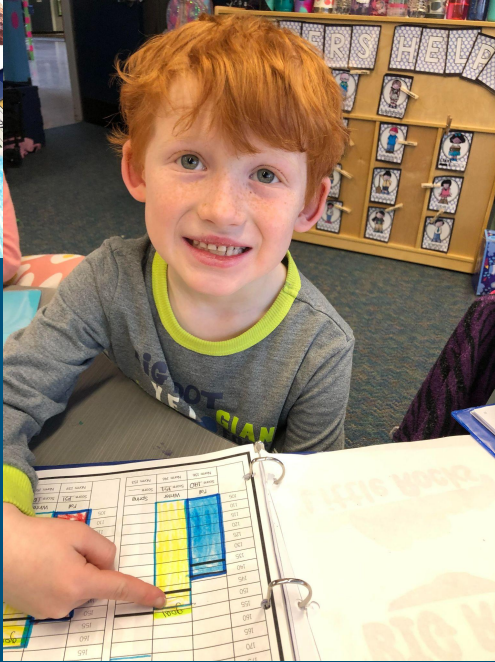
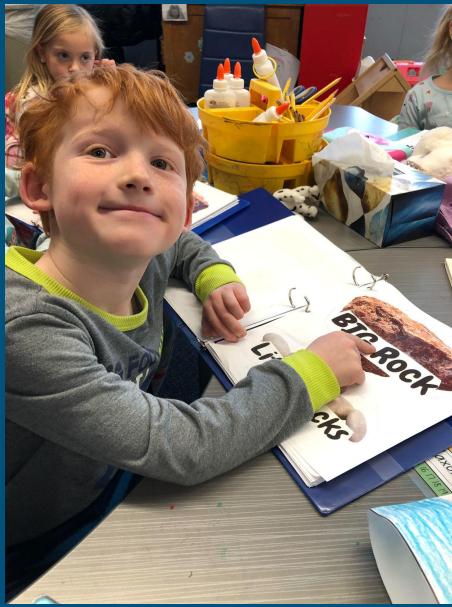
Data Profile Meetings: Celebrations Script agreement in May

Fall	Winter	Spring
<p>What information do you have about the readiness of your students based on Universal Screening Data?</p> <p>*How is it going for Staff growing the process for SGG and ensuring student data partnership?</p> <p>*Where is your school at with respect to LIM?</p> <p>*How is it going for Lighthouse Team growth and School Improvement in Culture, Academics and Leadership?</p> <p>*What is your Wildly Important Goal for this year?</p>	<p>*What does the data say about mid year growth for our students?</p> <p>*How are we tracking in moving the needle for Essential Standards and Student Data Partnership?</p> <p>*What are the celebrations mid year for your team and school in Leadership, Culture and Academics?</p> <p>What support do you need to move the needle on your WIG?</p> <p>*How have your PD moves empowered the staff and grown the system toward our WIGs, what comes next?</p>	<p>*What type of growth did we have this year for our students across the grade levels?</p> <p>*Which Classrooms were able to become Data Partner Leaders and how can we promote their leadership to improve the practice of the system?</p> <p>*What can we celebrate today that was not even something that was possible or considered real one year ago.</p> <p>*How did your WIG's impact You–The kids–the staff</p> <p>*How did this year's PD go, overall?</p> <p>With respect to our Strategic Goals, how aligned did the work become and what comes next to ensure:</p> <ul style="list-style-type: none"> -SLC -SGG Growth -Student Data Partners -Clearly defined Essential Standards -Democratic processes and distributed leadership



Each Teacher and
Each Student:
2 Academic and 1
personal/professional
Wildly Important Goal







Using 4DX® to Close Our Greatest Gap

GAP STATEMENT: We are more likely to get the results we want if we ...

DISCIPLINE 1

1. Describe the **desired outcome(s)** for what would be happening if this were not a gap.
2. Describe the **current reality**.
3. Write a **goal** to move from the current reality to the most important desired outcome by a specified date.*

DISCIPLINE 2

1. Brainstorm a list of **behaviors** you could **start** or **continue** doing more consistently or with greater frequency to support what it will take to move toward the desired outcome.
2. Rank the behaviors on the list with 1 being the behavior that would have the **greatest impact** toward achieving the desired outcome.
3. Write **commitment statements** that include the **frequency** necessary to make progress toward achieving the desired outcome for the first 1-3 behaviors.



DISCIPLINE 3

1. Determine a way to **check on progress** made toward the desired outcome.
2. Design a way to **graph progress**.
3. Create a way to **track the completion of commitments and ensure fidelity** to the frequency necessary to show progress.

DISCIPLINE 4

1. Identify individuals and/or teams to engage as **Accountability Partners** to discuss progress and adjust commitments as necessary.
2. Determine **where, when, and how often** to meet with Accountability Partners to ensure consistent and timely progress.
3. Decide how to **celebrate progress** and/or the overall achievement of the ideal scenario.