

**CULTURE  
BLIND SPOTS  
FEEDBACK**



*By Republic School District*

# Republic School District at a Glance

## **DISTRICT** **QUICK** **FACTS**

- **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

## DISTRICT CORE VALUES

● Priority One and Priority Two

● Leadership is for EVERYONE!

● Transformational Leadership

● Growth Mindset

● Blue Collar Mentality

● Results Oriented

● Servant Leadership

● Continuous Improvement





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

## VISION

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

## MISSION

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

ACADEMIC SUCCESS

CULTURE

LEADERSHIP

Continuous Quality Improvement

Leader In Me

Professional Learning Communities





# WHY? To build a best place to work environment!

- **Connected and Valued Employees**  
**Connecting with Hearts and Minds**  
**Closing Feedback Loops**
- **Workforce Challenges**  
**Recruit-Retain-Engage-Culture**



# INTRODUCTION OF ROUNDING



# Overview of Rounding



- District definition: 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 want 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	CO
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>	<u>Archer</u>
<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	<u>Trogdon, M.</u>	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>	<u>Hauck</u>	Kramar
		<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				
				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





# 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





# 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 your senior leadership team member.

3	<p>What's working well?</p> <ul style="list-style-type: none"><li>• 2023-09-11<ul style="list-style-type: none"><li>○ Positivity across the District</li><li>○ Departments working together</li><li>○ Staffing levels good at this time</li></ul></li><li>• 2023-9-18<ul style="list-style-type: none"><li>○ Loving PCs in building and less sharing</li><li>○ PC at Secondary</li><li>○ New staff doing well/Great beginning of school year</li></ul></li></ul>
2	<p>What needs improvement?</p> <ul style="list-style-type: none"><li>• 2023-9-11<ul style="list-style-type: none"><li>○ Constant Contact difficulties with platform</li><li>○ Transportation and sped working together</li><li>○ Additional summer training for aides/paras RTI topics and behavior</li></ul></li><li>• 2023-9-18<ul style="list-style-type: none"><li>○ Communication of SRSN at potential impact</li><li>○ Emergency Procedures completion is long</li><li>○ Building schedules - push ins for services and future considerations for SRSN?</li></ul></li></ul>
1	<p>Action step being taken or to be taken</p> <ul style="list-style-type: none"><li>• 2023-9-11<ul style="list-style-type: none"><li>○ Tracy and John <a href="#">develop list</a> of specifics they don't like about Constant Contact and what they would like out of product.</li><li>○ Transportation and sped working together for training</li><li>○ Consider allowing aides/paras to attend summer training and/or building training with RTI topics.</li></ul></li><li>• 2023-9-18<ul style="list-style-type: none"><li>○ Mark schedule a meeting with elementary APs</li><li>○ Staff Communicator SRSN - Update<ul style="list-style-type: none"><li>■ Apprenticeships-seeking information</li><li>■ Building Schedule</li></ul></li></ul></li></ul>



# Closing the Feedback Loop

## Rounding Report



### ROUNDING REPORT

This Rounding Report is a way to communicate how Republic School District leaders are addressing the themes, ideas and feedback collected during "rounding" conversations with employees.



#### 2023-2024 (Quarter 1)

#### Completed!

##### Feedback Received

- Fall 2022 - Instead of all elementary students taking their Chromebooks home 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.
- Spring 2023 - Price Elementary could use a single stall bathroom for SPED.

##### Action

- • Summer 2023 - Elementary students will now only take their Chromebooks home when severe winter weather is in the forecast.
- • Summer 2023 - A behavior intervention specialist has been hired and started the 2023-2024 school year with us.
- • Summer 2023 - Republic School District is now offering two weeks of paid maternity leave for qualifying staff.
- • Spring 2023 - A single-stall bathroom was added to remodel plans.

#### Under Review

##### Feedback Received

- Spring 2023 - Could we have more than two teachers per grade level for the 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 - Can teachers in grades 3-5 receive training in phonemic awareness and phonics instruction to support students?

##### Update

- • Fall 2023 - Central Office Leadership members are discussing. Some grade levels do have two or more. There are budget and time considerations under review.
- • Fall 2023 - This is being added to the TASK agenda for the fall and winter of 2023. District calendars are required to work around state statutes.
- • Fall 2023 - This is also being added to the TASK agenda.
- • Fall 2023 - This will be part of budget analysis during the winter of 2023 and spring of 2024.
- • Fall 2023 - Phonemic awareness and phonics professional learning for teachers in grades 3-5 will be a summer learning option in the summer of 2024.

#### Not Now and Why

##### Feedback Received

None at this time.

##### Reasoning

# EVIDENCE OF IMPACT



# 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



# NEXT STEPS





# Next Steps

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



**QUESTIONS?**

