



LISTEN-LEARN-LAUNCH

SCM FEEDBACK SUMMARY

A COMPONENT OF THE SUPERINTENDENT'S FIRST 90-DAYS PLAN

AUGUST 2019



STORY BEHIND THE PROJECT

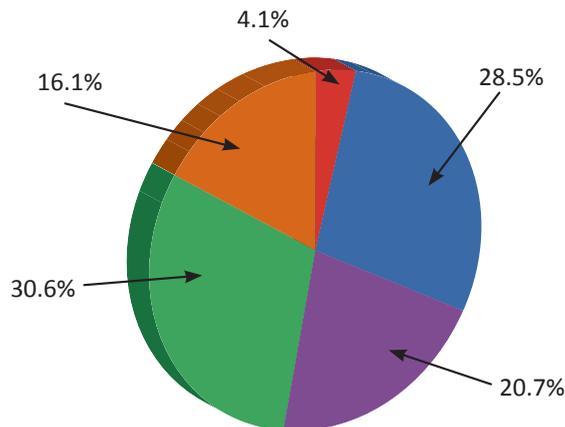
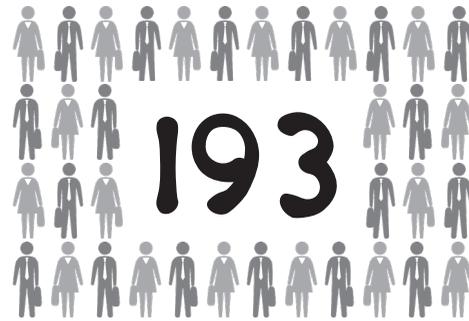
Mr. Wayne Barker, Superintendent of Schools, began his position with School City of Mishawaka on July 1, 2019. One of the first tasks Mr. Barker undertook was to create a "First 90 Days" plan. This plan is based around Listen – Learn – Launch as a way to "Listen" and "Learn" more about School City of Mishawaka, the following questions were put together:

- What are the biggest challenges the organization is facing?
- Why is the organization facing these challenges?
- What are the most promising unexploited opportunities for growth?
- What would need to happen for the organization to exploit the potential of these opportunities?
- If you were me (the Superintendent), what would you focus attention on?

The final question focused on the STARS. STARS is an acronym for five common situations leaders may find themselves in as they transition into new organizations. The question presented was: Which of the STARS do you feel best resembles School City of Mishawaka – Start-up; Turnaround, Accelerate Growth, Realignment, or Sustaining Success?

The goal of these questions is to get a feel for how staff perceives the current climate of School City of Mishawaka. The questions were presented through an anonymous Google form accessible through the School City of Mishawaka website.

TOTAL RESPONSES



TOTAL STARS

- START-UP
- TURNAROUND
- ACCELERATE GROWTH
- REALIGNMENT
- SUSTAINING SUCCESS

COMMON THEMES



PACE OF CHANGE/WORK

An overall understanding for the need to advance and make changes with a feeling that all of the changes are coming at once.



STUDENT BEHAVIOR

A feeling of time and energy being used to address behavior of a small group of kids at the possible expense of others.



TECHNOLOGY IMPLEMENTATION

It is important technology is ready, has a smooth transition, and fits the users' needs to ensure the benefits are felt in the classroom.



COMMUNICATION

The need to ensure all staff have an understanding of decisions being made and the impact they will have on staff and students.



HUMAN RESOURCES ALLOCATION

With change, growth and new positions comes the need to ensure all stakeholders understand the reasoning behind the organizational layout.