

# CSI MONTHLY UPDATE

JANUARY 31ST, 2022

## PRINCIPLES OF ORGANIZATIONAL EXCELLENCE FOCUS: PRINCIPLE #5: FOCUS ON EMPLOYEE ENGAGEMENT

There are nine principles for organizational excellence that serve as a foundation for the work that we all do in pursuing excellence at TASD. Each month we will highlight one principle and relate it to the work that we are doing through our Continuous School Improvement tools and strategies.

Focus Principle: Principle #5: Focus on Employee Engagement.

Studer summarizes this principle by simply stating "Attend to aspirations and desires in the workplace." For all of us at the Tea Area School District, this principle has levels of application. On one level, we desire for the school district to be a great place to work. To this end, district leadership has committed to the principle of continuous improvement and organizational excellence to engage staff members and

equip them to be successful by regularly measuring employee engagement. We will begin our third round of employee engagement surveys this March. Our January showcase sought to engage staff members by providing an opportunity to learn from each other and foster a sense of community around our

improvement goals.

On another level, we apply this principle to the students that we work with. Students, like employees, want to feel heard and have their input valued in the decision-making process. Engaged students, like engaged employees, are more productive, more focused on the mission and values,

and committed to the intended outcomes. The improvement processes and tools provide us with a way to engage students.

Many of the sessions in the Showcase event highlighted different ways that staff members have engaged students from showing student growth to generate excitement about the learning strategies to giving students tools to reflect on what has made them successful.

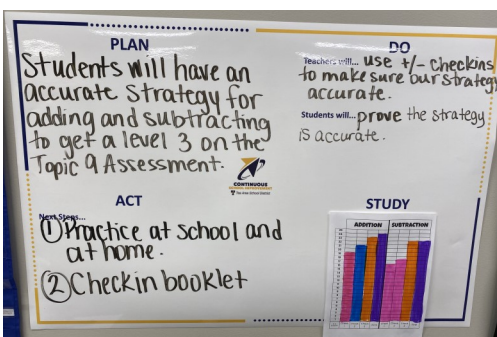
Employing individual goal-setting with students (when appropriate) is another way to engage students in the process.

By seeking and using student feedback in the PDSA process, we are giving students ownership of their learning and engaging them in reflective processes that will sustain them throughout their educational and professional careers.

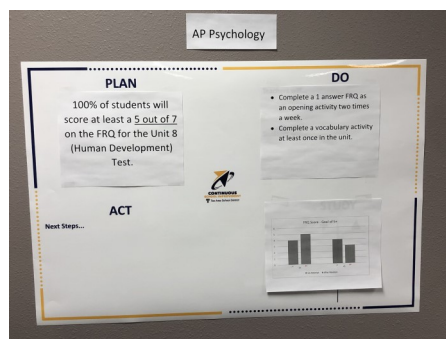


## CSI IN ACTION—USING PDSA PROCESSES IN THE CLASSROOM

In these pictures, see how students are experiencing an impact on their learning through the use of PDSA cycles.



Mrs. Kelsey Foxhoven's PDSA for addition and subtraction



Mr. Ryan Decker's PDSA working on improvement in answering Free Response Questions.

In these videos, see how teachers are using and students are experiencing PDSA processes in their classrooms:

[PDSA the Kindergarten Way](#)

[Student Perspective on PDSA](#)