



5 Minute Activity

High Standards

Read the following excerpt from *Leadership Values of the Clovis Unified School District* (p. 74) and then discuss one of the prompts below.

When something is broken fix it fast, fix it well and fix it right.

It is a simple philosophy, but one that sprang from a time when school buildings in the youthful Clovis Unified were haphazardly maintained, surrounded by barbed wire-topped fences, and closed on the weekends. Early leaders saw that our schools were sending the wrong message to students and to the community - one that education doesn't matter, and if we can't be bothered to keep their classrooms in good repair, why should students treat their own learning seriously?

Those Clovis Unified leaders immediately established standards to act quickly to address vandalism or other facility problems, most often before kids arrive on campus. Today, leaders understand the role of high quality, well-maintained facilities that welcome kids and the community. Leaders support bond measures that create resources to promote learning for students at every school in the district. Appearance sends a message, and the message we want to send is one of pride in the community's schools.

In our strategic plan we place an emphasis on Doc's saying, "When you do something, do it first class." This belief permeates literally everything we do. Couple this with the value, when something is broken, fix it fast, fix it well, and fix it right to discuss the following prompts.

Emerging Leaders (101): Think about the facilities in which you work. Thinking about the last remodel, addition, or repair that was done in your facility. Describe what was done. Did it match our values about being done well? Discuss what went well and what could have been done better, as appropriate. How did you as the leader contribute to the effort?

Established Leaders (201): As a leader, think about all aspects of your responsibilities for the message you send to your employees about your expectations for doing something first class. What message do you send? How do you know your message is clear and carried out by staff? Choose an event appropriate for your department (possible choices groundbreaking, department celebration, graduation, community event, bond measure).

Tenured Leaders (301): Read this quote from Jim Collins "That's how premium institutions – the ones that are older than our grannies – endure. They build clocks, systems, they create an ideology, a premium standard that serves as a guiding force to the folks who'll inherit the organization. That's the most important thing for visionary companies. It is not their product, it's the organization itself. What they stand for and why they exist. Looking at this quote discuss what Clovis Unified stands for, why it exists, and who will inherit our organization.