

# Building positive relationships



June 5, 2012

# LPS core purposes

Academic excellence



# LPS core purposes

Caring & respectful relationships



# LPS core purposes

## Continuous Improvement



# Influences on morale

## **Multiple causal factors:**

External - economic, political, policy pressures (state and federal)

Internal - district history, personnel changes, shifting goals, changes in working relationships

# For the full Wellman report

The screenshot shows the Lexington Public Schools website. At the top, the header includes the school name and the motto "The Historic Past Meets the Progressive Future". Below the header is a navigation menu with links for Home, About Our District, Administration, School Committee, Curriculum, Prof. Development, Community, and Calendar. The main content area features an "Upcoming Events" section with dates and times for various activities. A large banner image shows a marching band with a "LEXINGTON HIGH BAND" sign. Below the banner, there are three columns: "Quick Links" with a list of services, "Headlines" with news items, and "Announcements" with a link to a report titled "Improving Professional Relationships in LPS". An orange arrow points to this link.

**LEXINGTON PUBLIC SCHOOLS**  
*The Historic Past Meets the Progressive Future*

Home | About Our District | Administration | School Committee | Curriculum | Prof. Development | Community | Calendar

### Upcoming Events

**Saturday**  
7:00 PM - 9:00 PM A Cappella Spring Jamtome

**June 5, 2012**  
7:30 PM School Committee Meetings

**June 8, 2012**  
6:00 PM - 9:00 PM Athlete Fall Sports Night - Students/Parents

[View Calendar](#)

### Quick Links

- School Cancellation
- Financial Aid
- Transportation
- Food Services
- Online Payments
- Open Family/Student Portal Information
- Employment Opportunities

### Headlines

**Welcome** | **Superintendent's News**

**New Principal Appointment at Clarke**  
**Lexington High School Counselor, and Hastings Teacher Receive Diversity Award**  
During a recess at the beginning of Town Meeting on April 4, the Sharyn Wong-Chan/Sara Harrington Diversity Award was presented to this year's co-recipients, Melissa Butera, a guidance counselor at Lexington High School, and Donese Sylvester, a fifth-grade teacher at Hastings Elementary School.

**Lexington Voters Say "Yes for Our Schools"**  
A pair of ballot questions seeking more than \$60 million for elementary school building projects passed overwhelmingly during a special election held Tuesday, Jan. 24.

### Announcements

[Read about LPS students in the News...](#)

**Report to the Lexington School Committee and Employees of the Lexington Public Schools:**  
**[Improving Professional Relationships in LPS](#)**  
(click link for pdf format)  
Presented by Bruce Wellman  
March 12, 2012

# 3 Themes, 14 Recommendations

A culture of high expectations (5)

Collaboration for success (5)

Leadership capacities (4)

# Next Steps



Steering Committee focus (LEA & Administration)

District focus

School focus



# Next Steps

(LEA & Administration steering committee)

- Clarify the district vision
- Prioritize projects
- Clarify key terms

# Next Steps

(Steering Committee focus)

- Improve K-12 meetings (special education)
- Enhance skills to manage difficult conversations
- Expand leadership skills for all staff members

# Next Steps (District focus)

More **visibility** by K-12 administrators

Improve **K-12 special education meetings**

Clarify the district's **long-range vision and leverage short-term goals**

Model **caring and respectful relationships** at all times

# Major themes identified by the schools

**Communication** (open and honest, increased listening, refining work with difficult conversations/managing conflict)

**Celebration** (ways that people can be seen and recognized)

**Concentration** (prioritize high leverage goals)

# Major themes identified by the schools

**Clarification** (what is mandatory versus voluntary, roles/responsibilities, decision-making processes, key terms)

**Climate** (caring and respectful relationships)

**Continuous improvement** (a culture of reflection, conversation and collaboration)

# Next steps (school focus)

establish **priorities** through high leverage goals)

allocate **sufficient time** and **resources** to address priorities

examine ways to **build trust** and a **caring atmosphere**

increase opportunities for **meaningful involvement** through improved communication

clarify **roles, responsibilities, decision-making**