



# West Jefferson Hills School District

Welcome Back

2008-2009

***Everyone thinks of changing the world, but no one  
thinks of changing himself.***

***-Leo Tolstoy***

# Together Everyone Achieves More

*Welcome to the 2008-09 School Year! Thank you for the many cards, phone calls, letters of congratulations, and messages of support as I begin my tenure as the Superintendent of the West Jefferson Hills School District. I am privileged to be your Superintendent, to serve the students and residents of the West Jefferson Hills community, and to be able to daily observe the dynamic interaction of its members.*



# Welcome Back



*Caring people brighten lives. Caring people like you in this room today are guiding lights for all of the children around you. The hope and support you offer the children of the West Jefferson Hills School District makes you a shining star!*

*How wonderful it is that nobody need wait a single moment before starting to improve the world.*

*-Anne Frank*

# Welcome Back



*I greatly value your kindness and generosity. I invite everyone here today because we are a Team. The Team includes teachers, staff members, custodians, bus drivers, secretaries, technology assistants, cafeteria staff, police officers, police chiefs, administrators, and school board members.*

*It is not necessary to change. Survival is not mandatory.*  
*- W. Edwards Deming*

# Welcome Back



*I want to begin by talking about something that is very hard for all of us, and that is change.*

*Those who do not like change are not going to like the future very much. Our view of change is different depending on our age.*

*Our parents did not have to do much changing, but we do, as well as our successors. For example, my dad never touched a computer because he was satisfied with his television!*

# Welcome Back

*WE have changed. WE have learned computers, and WE have learned Voicemail, E-mail, Texting, Power School, AESOP, Pod-Cast, Video Streaming, Scantron, etc. What a pain when we first started, but we have adapted.*



*Our children are on a very short change cycle.*

# Welcome Back

*Did you know that three to five years is about the average length of employment or interest in anything for students today? Our children are looking at 10-12 different jobs, in 5-7 different organizations, 2-3 different careers.*

*Their children will be on an even shorter change cycle!*

***Things do not change; we change.***  
***-Henry David Thoreau***



# Welcome Back



*We bemoan the fact that we have to change, but, the fact is, we are changing all of the time. The world continues to change faster than we can adapt. New threats to peace, health, and prosperity are constant.*

*We are tired of hearing that educators and parents will not change. The fact is that educators and parents **HAVE** been changing, along with family structure, demographics, poverty, reductions in budgets, technology, etc.*

# Welcome Back

*Educators and parents adapt and change yearly, monthly, daily, and sometimes even hourly. Rarely is one day like another.*

*We think educators are very adaptable, but the demands of today are outpacing time and money, as well as energy.*

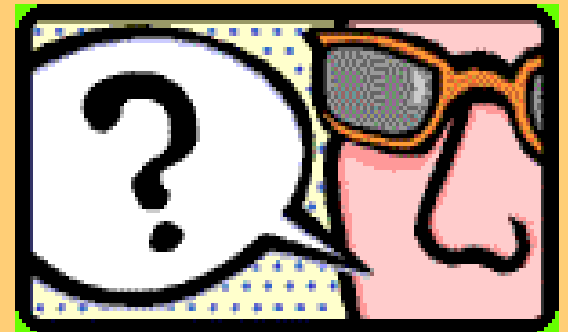
*Peter Senge is right when he says that people do not resist change, they resist being changed.*

# Welcome Back

*So, the question isn't whether we are going to change. The question is, how will we deal with change? As leaders, how do we deal with change? How do we get ready for, proactively plan for, and lead change?*

***Be the change you want to see in the world.***

***-Mahatma Gandhi***



# Application

*There are many resources on change that I will mention. The film clips that I have organized for you can help you think and later discuss change in your building and thereby set up more opportunities for you to lead change in your own situations.*

# Lucy

[I Love Lucy](#) (Bonbons Gone Wild)

*Is change necessary? How does this clip  
relate to schools today?*

# Hoosiers

## Hoosiers

*Inspiration sometimes causes change. How can I inspire you? Notice how the coach (leader) inspires his team to cause a change.*

# Harry Potter

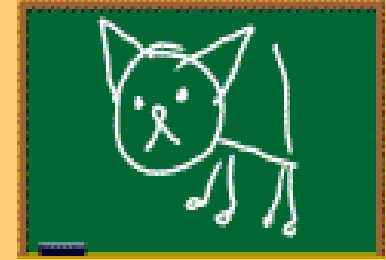
## Harry Potter 2

*A popular movie reflects change within schools. What do you notice about the school changing?*

# Change

- *Change in schools is happening at a faster pace than most are comfortable with. Changes in curriculum, in rules and regulations, and in personnel makes us even more susceptible to FUDs (fears, uncertainties, and doubts).*

# Change



- *The unfortunate thing is that schools are never going to be the same as they were in every respect. We all hope they stay the same; however, outside demands will require changes in structure, results, and techniques for teaching wider-learning styles and diversity.*

# TEAM



- *TEAM stands for Together Everyone Achieves More. You're an Essential Part of the West Jefferson Hills School District Team. Your skills, talents and attitudes are a perfect fit. We couldn't succeed without you. I can't succeed without you. West Jefferson Hills School District can't succeed without you.*

# TEAM

- *I am asking you to BELIEVE that every child in the West Jefferson Hills School District can achieve. Attitude is everything. I am asking you to be part of my TEAM. I know that I have a great staff.*
- *Together Everyone Achieves More*

# Updates

- *New Initiatives - Education Leadership Resources*
- *New Ideas*
- *Classroom of the Future-\$121,000.00*
- *Paw Pride Pins*
- *Grant for Alternative School*
- *WJHSD TEAM Shirts*

# Pride

*I am proud of my Team, which includes great staff members, board members, faculty members, administrators, bus drivers, police officers, parents, community members, and, finally, great students, like you who are here today, whose commitment and enthusiasm helps us exceed expectations every day.*

**THANK YOU!**

*Have a great year!*

