

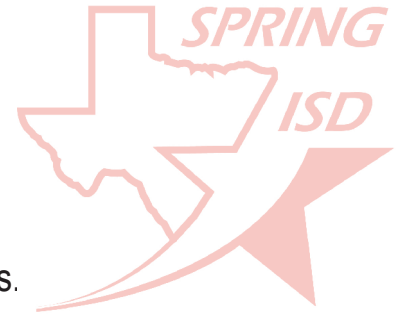
DECLARATION OF TRANSFORMATION

The Core Business of Schools

The core business of schools, and therefore school districts, is to provide every staff member and student opportunities to be engaged in interesting work each day, which allows them to be contributing citizens of a democratic society.

There is a Need for Dramatic Improvement

- There is always room for improvement.
 - a. Achievement is a journey.
 - b. People who achieve set high standards.
 - c. Improvement is a risk-taking activity.
 - d. Improvement requires change.
 - e. Change without vision may lead to failure.
 - f. The need for improvement drives the sense of urgency.
 - g. Some needs for improvement are more important than others.
- “Change” is the concept; “dramatic” is the result.

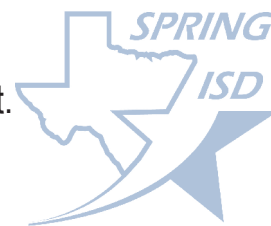


The Primary Customers of Schools are the Students

- Kids should have choices/options.
- Students should be a part of the process.
- Students should be acknowledged as volunteers.
- Partnerships should exist, and share a sense of commitment.

**Schools should provide services that satisfy our customers.

The statements above apply to **ALL** students.



A Changed Core Business Requires Changed Roles

All roles are interconnected to ensure change occurs that will support student success (i.e., Board, Superintendent, Central Office, School Personnel, and Support Personnel)

- Think out of the box
- Flexibility
- Facilitators of learning
- Build capacity in others
- Requires open minds
- Lots of dialogue



Beliefs, Vision, and Results Define the System

- We believe that beliefs, vision and results define and direct the Spring ISD system.
- There is no system-wide impact without shared beliefs and vision.
- Without beliefs, there is no vision. Without a vision, there are no positive, sustained results.

Leadership is Everyone's Business

- Everyone has a sphere of influence.
- Everyone has a responsibility to build relationships and to have a positive impact on others.
- Leadership is not bound by power, position or expertise.
- Leaders affect a shared vision.
- Leaders are willing to take risks in order to move the organization toward the shared vision.
- Leaders help build capacity in others.

Capacity Building is the Key

- Continued improvement of performance requires building capacity of all stakeholders.
- Clear district standards provide the framework from which assessments will monitor progress.
- Capacity of all stakeholders may be demonstrated through the following attributes: resilience, interdependence, adaptation, pride, continued learning, confidence and trust.