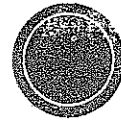


WELCOME

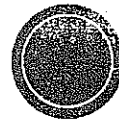
Hudson's Journey on Collaboration



COLLABORATION COMPONENTS

- Relationships
- Communication
- Trust
- Celebrations
- Open-minded, no preconceived conclusions
- Following procedures and protocols

For each component, identify an exemplary staff member for each collaborative component.



OUR GOALS

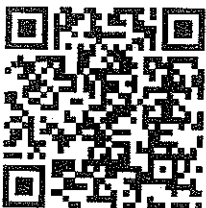
Share:

- why collaboration is important
- Hudson's history of collaboration
- key factors to success
- impact and examples of successful collaboration

"PARTICIPOLL"

WHAT ARE THE MOST SUCCESSFUL INGREDIENTS TO COLLABORATION?

- A. RELATIONSHIPS
- B. TRUST
- C. OPEN-MINDED, NO PRECONCEIVED CONCLUSIONS
- D. FOLLOWING PROCEDURES AND PROTOCOLS
- E. COMMUNICATION
- F. CELEBRATIONS

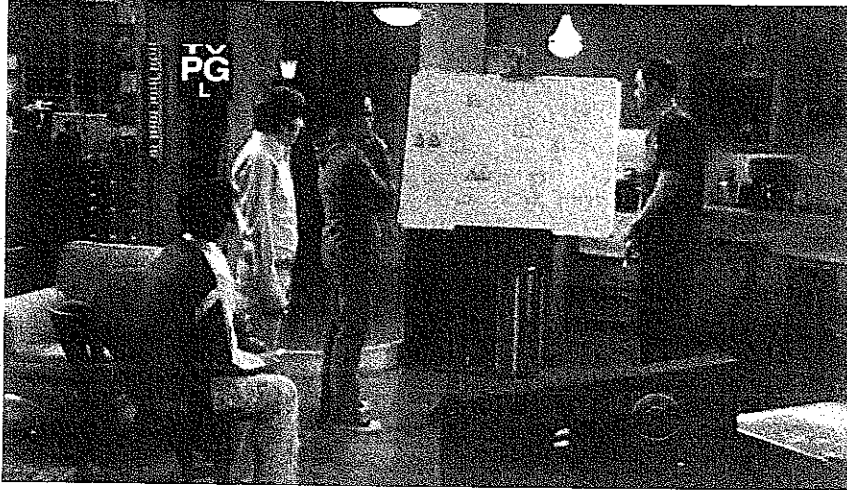


You can answer two different ways:

1. Scan the QR code if you have a QR reader.
2. In a browser, type in:
HCSD.participoll.com



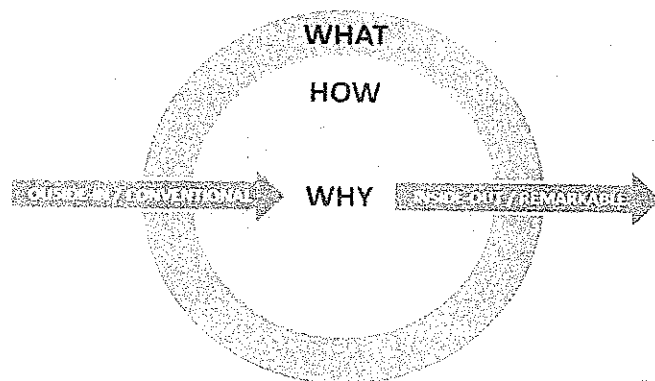
YOU MIGHT BE THINKING OF THE REASONS COLLABORATION WILL NOT WORK



- The Importance of
Beginning with Why

- We prepare students for
life beyond HCSD.

- Why is this best for
kids?



The Golden Circle
from Start with the Why, 2009, Simon Sinek



NO GENERATION OF EDUCATORS IN THE HISTORY OF THE WORLD HAS BEEN ASKED TO DO WHAT AMERICANS NOW DEMAND OF THEIR PUBLIC SCHOOLS. OUR TEACHERS AND ADMINISTRATORS MUST TEACH ALL CHILDREN TO HIGH LEVELS WHILE, AT THE SAME TIME, THEY STRUGGLE TO REMEDY THE STUNNING ARRAY OF SOCIAL, PSYCHOLOGICAL, AND PHYSICAL PROBLEMS THAT RETARD THE PROGRESS OF SO MANY OF THEIR STUDENTS. EACH YEAR THE BURDEN GROWS, AND EACH DAY MILLIONS OF PUBLIC SCHOOL EMPLOYEES GIVE EVERYTHING THEY'VE GOT TO MEET THE CHALLENGE.

- JAMIE VOLLMER, AUTHOR SCHOOLS CANNOT DO IT ALONE

FEDERAL MEDIATION & CONCILIATION SERVICES: LABOR MANAGEMENT TRAINING

Task Functions

- Effective planning
- Effective meetings
- Group problem solving
- Consensus building
- Communication to constituents



FEDERAL MEDIATION & CONCILIATION SERVICES: LABOR MANAGEMENT TRAINING

Maintenance Functions

- Understanding self and others
- Interpersonal skills
- Group dynamics and shared leadership

Do's and Don'ts

Once the labor-management committee has been set up and organizational items have been agreed upon, the success of the committee depends on the parties. Based on past experience, federal mediators have identified some of the "do's" and "don'ts" that provide the framework for success.

- Do Keep the discussion centered on the issue involved.
- Do Keep personalities from becoming involved.
- Do Hold all meetings as scheduled. Cancel meetings only in an emergency. Be prompt in attending the meetings.
- Do Submit the agenda in advance to allow the opposite party sufficient time to investigate problems.
- Do In submitting the agenda, identify all items to be discussed.
- Do Maintain an agreed-to procedure on recording and drafting the minutes, as well as methods of distribution.
- Do Maintain accurate minutes on subjects discussed at the previous meetings that have been "completed" or "resolved" as well as those items still "open."
- Do Be sure the committee concept is explained to and understood by employees and supervisors.

- Don't Start the first meeting with extremely difficult issues. Get accustomed to this problem-solving technique by tackling rather minor problems first.
- Don't Allow the meetings to become gripe sessions.
- Don't Deal in generalities. Be specific about the problem and its suggested correction.
- Don't Anticipate that you know the answer to a question before it has been discussed. Ask questions to get the facts.
- Don't Treat any issue on the agenda as being unimportant. Each item on the agenda deserves thorough investigation and discussion.
- Don't Delay in communicating solutions developed for serious problems, or the outcome of issues discussed.
- Don't Start scheduled meetings late, or drag them on beyond the allotted time. This has often brought failure.
- Don't Look for immediate results.

And remember, it is important that less serious problems be discussed initially to familiarize everyone with the committee operation and the process of working together to solve problems.

LEADERSHIP TEAM

Why?

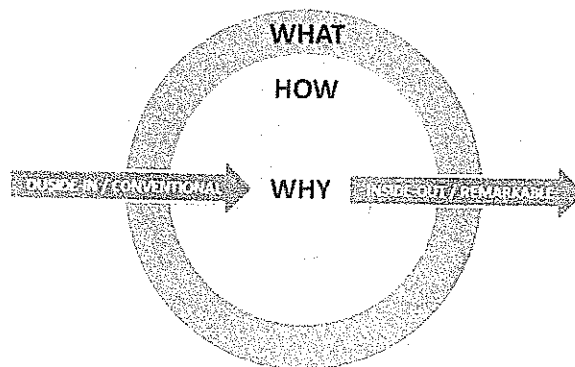
We believe in collaboratively problem solving with our students at the forefront.

How?

- Point of View
- Protocols
- Problem Solving

What? Results of Leadership Team

INSURANCE COMMITTEE IN THE EARLY YEARS



The Golden Circle from Start with the Why, 2009, Simon Sinek

INSURANCE COMMITTEE

Why?

We believe our staff and teachers are our greatest asset and their health is of utmost importance to us.

How?

- Education
- Point of View
- Protocols
- Problem Solving

What? Results of Insurance Committee

WELLNESS PROGRAM

Why?

We believe our staff and teachers are our greatest asset and their health is of utmost importance to us.

How?

- Trust & Open-mindedness
- Problem solving

What? Results of Wellness Program

OTES CORE TEAM

Why?

We believe all students have a fundamental right to the best teachers.

How?

- OTES Core Group
- Identify pilot group
- Belief statements
- Research
- Student Growth Measures

What? Identified process for OTES

PROFESSIONAL DEVELOPMENT

Why?

We believe in the evolution of learning constructs to prepare students for the 21st century.

How?

- Shared Vision
- Research
- Discussions
- Next Steps

What? Differentiated Professional Development

NEGOTIATIONS

Why?

We believe in attracting and retaining the best staff, teachers and administrators to work with our students.

How?

- Retrained/recalibrated with FCMS
- Selected best style for HCSD
- Created team of problem solvers + mutual gains
- Protocols

What? Fair Negotiated Agreement...

OUR NEXT COLLABORATIVE CHALLENGE

Developing an alternative salary structure

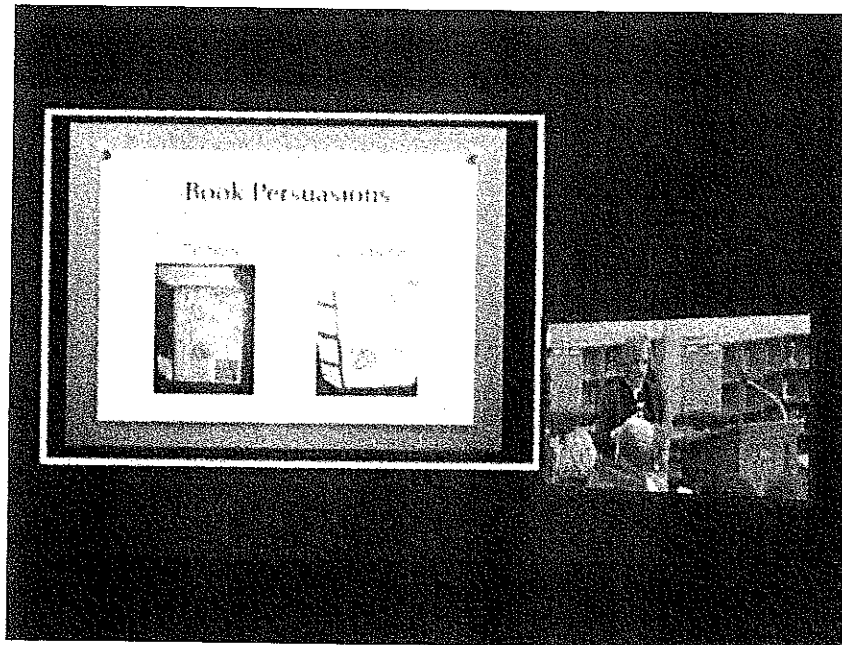
The negotiating teams will establish a committee to study and make recommendations for a performance based salary structure for consideration and ratification by the HEA and the Board. It is the goal of the HEA and Board to restructure the current compensation system and develop a performance based salary structure that will take effect with the successor agreement on July 1, 2017.

CELEBRATING SUCCESS

Why?

We believe innovative pedagogy prepares our students for success.

How?



What?

TIPS FOR SUCCESS

- Baby steps
- Building leaders
- Focus on the WHY

TIPS FOR SUCCESS...BABY STEPS



QUESTIONS?



WORK HARD... TOGETHER



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