



# Bays' Broadcast

From Superintendent Sherri L. Bays, Ed.D.

*"It is literally true that you can succeed best and quickest by helping others to succeed." – Napoleon Hill*

December 17, 2018

Happy Monday FISD! I hope your last weekend before the end of our 1<sup>st</sup> semester was a productive one. If it was anything like mine, you might have been busy cleaning, shopping, making lists, and attending family celebrations. Knowing that this is a time of year that can create some added stress, I am looking forward to the New Year and finding some time to relax before we come back to work on January 7, 2019. However, we have one more week to work hard to do what is best for FISD kids in 2018!

The District Leadership Team felt the Grand Rounding process conducted on November 16<sup>th</sup> was affirming and a great first step in hearing what is going well and what could be improved on at FISD. We visited with over 150 employees on the five campuses, as well as over 150 students. Remember, the goal is to make FISD the best it can be through continuous improvement.

We learned that our staff stays at FISD because they like their co-workers, our small town community and our kids. The majority of our staff understands the purpose of our work is to prepare students for a prosperous life, whether that be college, career or the military and they also feel comfortable taking risks to try something new and innovative in their work. The responses to the question, "Is there anything you need right now?" was varied, but the two we heard more than any other dealt with pay raises and copiers. There were also several comments in regards to technology and facilities, but the majority were about individual needs. We are currently in the final stages of following up with these employees.

We learned that our students find our teachers knowledgeable and approachable, and are comfortable asking them for help, as well as their peers. When asked about exciting and innovative learning, students repeatedly referred to projects, real world learning, using technology and having choice. 32 students did not have any suggestions how to make their school better, though there was one request for a pool and another for a hot tub. But seriously, the majority of their ideas had to do with wanting more opportunities to work collaboratively, use technology, participate in hands on learning and spend time on topics they are interested in.

On Wednesday, I will meet with the Superintendent Employee Advisory Committee to share in more detail about the FISD Grand Rounding process, identify actionable steps and discuss how we might improve on the rounding. We will conduct one more Grand Rounding in the Spring of 2019, and will work to identify a day that will have the least impact on instruction, making certain that we do not choose a day in which parent involvement activities are planned.

Thank you for doing what you do to support our students and staff! Have a great week!!

slb

*At a Glance...*

**2017-18 Year End Enrollment: 3,937**

**Last Friday's Student Enrollment**

**FISD: 4,017  
FHS: 1,251  
FMS: 919  
FNE: 861  
FSE: 986**

**Average Daily Attendance**

**FISD: 94.45  
FHS: 94.47  
FMS: 96.79  
FNE: 94.61  
FSE: 91.94**

**Days of Instruction Completed: 78**

**Remaining: 98**

**2017-2018 Accountability Rating "Met Standard"**

**Total Number of Employees 697**

**2018 Tax Rate  
\$1.040 M & O  
\$0.405 I & S  
\$1.445 Total**