



# Aligning a School System's Many Moving Parts Gateways to Excellence Pathways to Equity

**Dr. Jerry Weast** presented information regarding school system alignment. I was very inspired by the way he looked at every part of the school system as part of an all encompassing process. Montgomery County Schools (23,000 employees) under the leadership of Dr. Jerry Weast was awarded the Baldrige award. They aligned the acts of improvement and made sure that their goals and measures lined up to focus on the aim of the organization. He reminded us, Baldrige is not a program – it is a way of thinking. When trying to increase efficiencies and effectiveness, you find out that time and money are your enemies.

## How did they do it?

- People – people are the power
- Plan – allow the people to do the plan
- Processes – identify the processes - are the people pushing what you want to push?
- If not help them learn to push the right things
- Persistence – stick with the plan

## Key Questions

- What do the data tell us?
- Where are we missing the mark?
- What do we need to do about it?
- What do your kids want to do? Build a system to help them get there.

Bring all of your employees in and create a plan or call to Action.  
“Raising the bar and closing the gap for all children.”

In order to be successful, you must have predictive analytics backed by financial analytics.  
Instead of looking at boxes to complete, look at it as a trajectory of success  
Don't get caught only preparing your team, make sure you are inspiring your team.

The aims of the organization are your goals and measures. Institute random acts of improvement.



**Dr. Jerry Weast**

## Performance Excellence

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