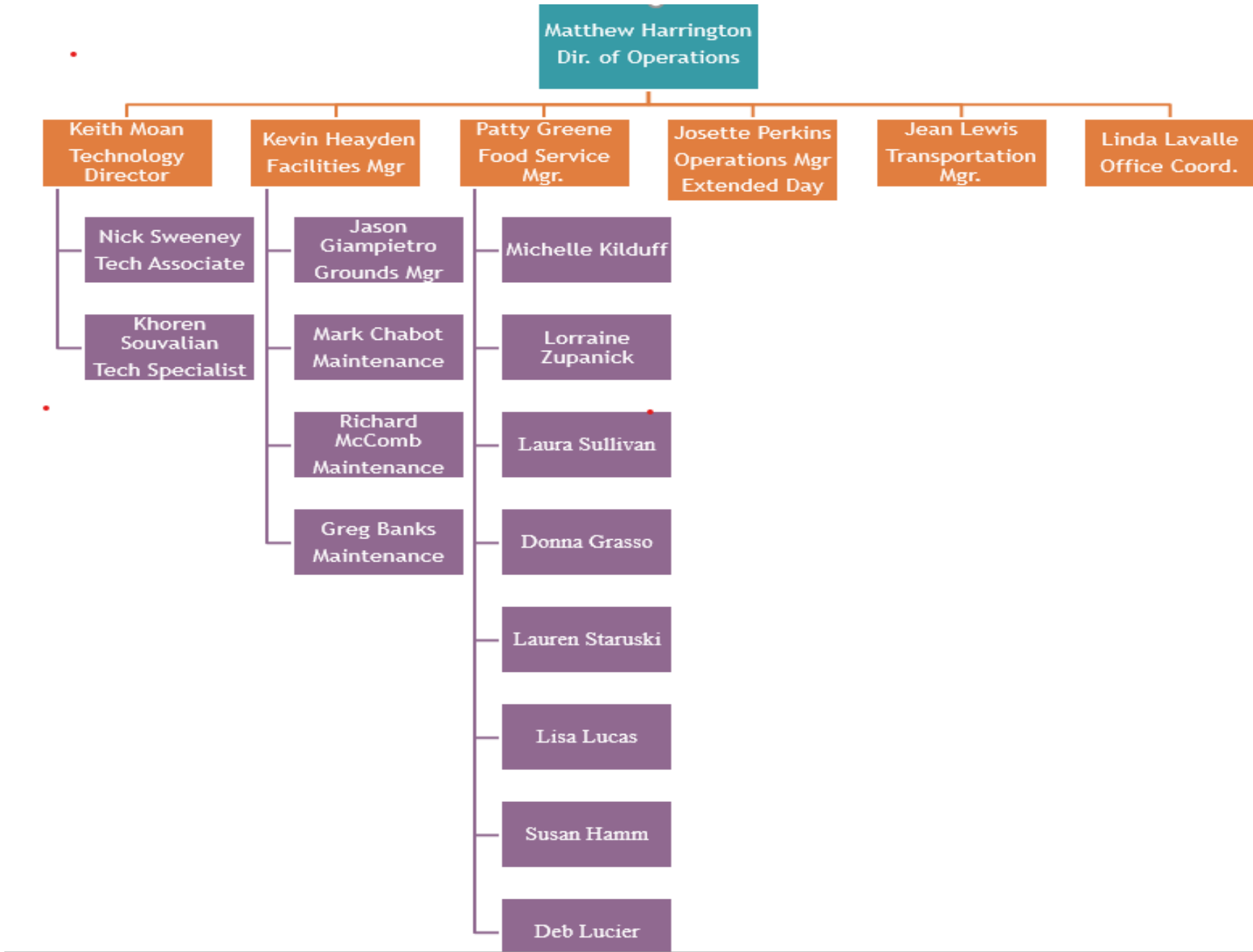


# FRCS Operations

Strategic Goals Presentation



# What we do

- Teachers need to teach kids, ops needs to make sure that they don't have to worry about all the other stuff
- Kids = smooth arrival (buses), enter clean and safe buildings, eat, depart
- Staff = everything works (internet, computers, bathrooms, thermostats, trash, photocopy machines)

# What we do (continued)

- Capital Projects – it's a big place and things will break, be worn out and will need to be changed because the school changes
  - We need to get these things done on time, on budget and correctly

“Don't let the perfect be the enemy of the good”

# Technical vs. Tactical

- Technical – what skills need to be developed and what needs to get done?
- Tactical – How do we do this as a team?

# Technical for 2021-22:

1. Food Service Vendor on-boarding
2. Technology Inventory and also “front of the house” vs “back of the house” development
3. Asset Tagging/tracking
4. Bus Fees and possible revisions – fresh look
5. Continued communication with T&L for school-wide initiatives

# Tactical: Would I send my own kids here?

- Food Service w/new food vendor: healthy eating options, recyclable materials etc.
- Maintenance/physical plant – take pride in a clean/healthy school
- Josette – involvement with senior celebrations etc.
  
- Continue to look for opportunities to do something constructive with the students – remind us why we work at a school
  - ES arrival: Good morning = motivation

# Tactical: Team Development

## Decentralize decision-making

FRCS is a big place with a lot of stuff – if everything needs to be run by the DOO not enough will get done

Develop managers to own processes/operations

Encouraging trials/experimentation and then embracing mistakes

- getting information

“In an ordinary organization, most people are doing a second job no one is paying them for...Most people are spending time and energy covering up their weaknesses, managing other people’s impressions of them, showing themselves to their best advantage, playing politics, hiding their inadequacies, hiding their uncertainties, hiding their limitations”

- Bob Kegan & Lisa Lahey, *An Everyone Culture*