

**Goal 1:**  
**High-Quality Instruction**

**Goal 2:**  
**Continuous Improvement**

**Goal 3:**  
**Effective Communication**

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**Quote of the Month:**



*“To improve is to change;  
to be perfect is  
to change often.”*

~ Winston Churchill

**Lean Six Sigma Tip:**



**Eliminate waste through 5S:**

1. Sort
2. Straighten
3. Shine
4. Standardize
5. Sustain

**OFFICE OF STRATEGIC INITIATIVE MANAGEMENT (SIM)**

**Dr. Deborah Posner**, Executive Director  
**Ofelia Leyton**, Department Secretary

PROGRAM EVALUATION:  
**Dr. Russell Clement**, Director  
**Dean Vaughan**, Evaluation Administrator

PERFORMANCE MANAGEMENT:  
**Dale Schmidt**, Director  
**Leigh Kamens**, Coordinator  
**Gregory Rawls**, Senior Programmer

INITIATIVE OVERSIGHT:  
**Peter Eschenbrenner**, Coordinator

**Design Think Workshop:  
Payroll Process Improvement**

The SIM Team is proud to provide the new service of facilitating Process Improvement Projects, by applying the Lean Six Sigma framework. Our first is to help redesign the District-wide payroll process. Through our partnership with SAP and the leadership of CFO Judith Marte, we hosted a successful two-day ‘Design Think Workshop’.

A big thank-you for all the outstanding analysis and development of recommendations by the dedicated, cross-functional team who participated.



**Execution and Accountability Session:  
Reimagining Middle Grades**

Congratulations to the Reimagining Middle Grades (RMG) leadership team, who were the first to present at one of Superintendent Runcie’s ‘Execution and Accountability Sessions’. The team presented on their progress to date, implementation challenges, and next steps for this key initiative of our 2016-19 Strategic Plan.

