First Place and PACE

Planning Meeting 5-10-06 @ McKemy and continued to A&G (Beccy Baldwin, Bob Bush, Joan Davis, Sue Head, Charla Wiederholt, and Julia Schmitz)

First Place events and suggestions from Joan and Sue

- JD – shared recent CHARACTERplus happenings explaining even their state stakeholders meeting used the Class Meeting Forum (talking with others not at them) which is having a discussion around an issue/topic instead of a presentation. These meetings often take two to three sessions before they begin to “flow” (establish rules and practice). The idea/forum came from the Child Development Center in California.
- JD – gave BB a DVD to view. **It is an excellent DVD depicting various techniques and strategies through the use of class meetings. The DVD was produced in Missouri by Missouri classroom teachers funded by a federal grant.**
- JD – shared the Partners Meeting meets twice per year (fall/spring) to share what CHARACTERplus is doing. It is a state partners group and each of the stakeholders partner with CHARACTERplus in some way for some activity. Some organizations include Practical Parenting Partnership, MO Center for Safe Schools, 4 H, a representation of school districts and many others.
- JD – A new area of focus may be Generational Differences. Trainings on how generations view character differently (an example discussed was tolerance).
- A focus needs to be networking – create a network of other participating agencies (Community Services, Career Services,) – host **Partner Meetings &/or Healthy Family and Communities Celebrations/Meetings. Celebrate Community Involvement** and host **Cooperating Communities Celebrations.**
  - Focus on
    1. Employment/Business/Industry
    2. Health Care/Hospitals
    3. Education/Schools/Colleges
    4. Spirituality/Religious Organizations
- They have 4 teams meet 2 per month (leadership is assigned with “mentors” for each group). These groups plan events, discuss/plan the website, and plan how to create a win win environment (without duplication of services).
- Planning a website with links to signs and works and partner listing
- Dissemination is done via email. Everyone who signs up to be a partner has to supply and email and they receive one email per month from SH. She writes a monthly announcement with a short positive happening and artwork. It also explains the word to display for the month. It will never ask for money in the monthly newsletter. These names are displayed (on the website or full page ads) so permission has to be requested/granted (business or personal names).
  1. Do not forward anything to these partners via email
  2. No junk mail will be sent via email
  3. Never ask for money via email
- Sometimes SH sends a reminder ½ way through the month with another good thing/happening. Some times this is a way to get a positive competition (**this department**
wants you to display how they are doing that particular word that month – challenge to other departments to out do them).

• SH talk to anyone in the organization that will be diligent and passionate (not always the spokesman/PLANT MANAGER/HR), so it is a good idea to get the diligent/passionate person on board and allow them to bring the others to the table.

• SH encourages the check marks under the partner information on the pamphlet to they agree to the conditions and indicate what level they want to be involved – list options for partners

• Get involved in the Laws of Life Essay contest

• Say the same message over and over
  1. We are in this together (if we don’t do it who will) – if it does not make a difference we won’t do it
  2. Teamwork – we are on the same team (we will both win or both lose)
  3. We are in this for the long haul (not a program here today and gone tomorrow) – we know this is not a short term commitment
  4. Teachers can not do this without us (we are on their team, we are all on the same team)

• A good marketing strategy to get schools on board is: What if this initiative helps your school 1, 2, & 3 would you want to participate? What if doing this increases MAP scores (the kids are here more, they are on task without constant discipline interventions, and they are staying in school), would you want to participate?
  1. increase attendance
  2. decrease discipline
  3. decrease the drop out rate

• Use the above “What if” and relate it to business/industry/employees/community organizations.

• Have a t-shirt day monthly and encourage all to wear their character t-shirts (moms and dads as well as kids)

• Have a monthly assemble to kick off the word of the month (could do daily/weekly). Businesses could do this also by having a brief meeting before/after shift (during lunch).

• Have I care about kids bracelets or buttons

• Get the ministerial alliance to pray about this initiative (if they only thing they can do is pray, then encourage them to be our partners and their contribution is prayer)

• NEA survey about the average school teacher who quits after 5 years, who will be teaching our kids? We have to grow our own. What will they be teaching, let’s influence them – win win relationship.

• Have a parade – setting the PACE theme (encourage any/all to participate - animals, exotic animals, fire trucks, race cars, media, schools, communities)

• Throw out antenna balls at gatherings with PACE (school color) – this could even be an on-going activity in the classroom related to numbers or essay themes

• Have a medal with the word of the month displayed and the teachers can issues “medals” to anyone as they see them displaying that behavior throughout the month (stickers designed as a medal and PACE on the lettering) “if you demonstrate __________ you will be awarded a medal – win a medal

• _______
PACE events

- BB – explained at our most recent COC meeting (Culture of Character – steering committee) each school celebrated the character changes in their schools.
- A few examples included
  1. West Nodaway celebrated how class meetings have improved greatly due to character changes in their district including using “CHARACTERplus class meetings”.
  2. Grades adopting businesses – they will do the signs for that businesses windows all year and that grade will invite that business to lunch at the school (lunch with them)
  3. Involve the HS organizations with the businesses (like above) &/or assigned student leaders in the HS to work with the elementary grades with their business partners (the HS student can lead/facilitate/mentor the assigned grade – freeing the teacher to just monitor/supervise)
- Partner with media – example the radio can go into schools and record students discussion around the word of the month and play it on the radio/burn it to CDs/link it on their web (downloadable to I POD)
- We all celebrate with the Bearcats – use it – or use our own mascots
- Plan a large meeting to discuss this initiative (and others – at least two from each organization) and invite the media, large industry and small businesses. Explain what we have done, what we are doing, and where we plan to go and invite them to “help us set the PACE”. Display artifacts – actual tangibles they can see/feel that we are still here a year or more later and we are not sitting still, “we are setting the PACE”.
- Contact the steering committee members and ask for one passionate community member from each/any industry. We can approach that person to contact their plant manager and ask if they can come to the Plant Manager meeting.
- Use the marketing strategy with business that would not you like to see better attendance, fewer disciplinary matters, and longevity? If so, you will see a difference if because we will change our culture. Encourage them to collect baseline data now.
  - Employee attendance (sort line from maintenance from office… and a total)
  - Employee complaints (sort as above)
  - Turn over (sort as above)
  - Production (last 1, 3, 5 years)
- Encourage media and others to participate – get involved by taking pictures doing publicity. The mass communication/broadcasting department, the marketing department, the speech/communication department …

Quotes:
CW – We were originally working on finding 50 difference makers, now we are planning on finding 220 difference makers.
There is no other way to do this – this is how we do business – if you are coming just for the money go to McDonalds, we don’t want you – we want leaders/change makers
Industry will take their business overseas if we do not change
This is a journey and we have to take the first step before we can walk and we have to walk before we can run (this would be awesome to tie into PACE)
It is a career not a job, we are a learning organization

Hire ATTITUDE train Skill!

We want engaged individuals, even if we have them 5 years, we would rather have an engaged individual for 5 years than a person who treats it as a job for 10. Engaged individuals help move our business forward.

We are not directing. The team has ownership in the company. If we have a dilemma we ask our employees, do you want us to take it to a vendor to solve and cost $$ or do you want to take it on and see if we can solve it by staying in house? The employees are rewarded by meeting quotas and profit sharing, so there is incentive.

BB – We are still at the table a year later, that’s good!
BB – Our shared goal is to end up with Healthy Communities which attract and retain people because it is a good place to live.

It is a different mindset
We are taking baby steps, but we are setting the PACE, get on board or you will be left behind If they are failing in school they will fail on the job – let’s make this a win win situation Would not you like to be respected and honored in the workplace? Come on board and fall into the culture – help us set the PACE.

Stories:
- The Kawasaki story: A young man who went to work at Kawasaki to learn everything there was to know about engine manufacturing, thus he made it his career goal. Chose to improve and think positive made a better motor product). At the same time his family was enriched by his career planning efforts, he owned and directed his career.
- The West Nodaway story about the boy learning to use table utensils and table etiquette. The student reported he is now teaching his dad. The school and the teacher crated a conversation that reached far beyond the classroom and the school building. Character education must become a part of every conversation and relationship if it is to truly impact society and build strong families and communities.

There were many Quotes I did not get, let me know of others I need to include and the above are actually paraphrased – help me to make them good strong quotes! There are MANY stories you need to remember and use – I did not write them down.

July 13, 2006 plans

Use Joan’s Outline
We will work on the NW section and let you know – we can do some of this remotely (via email), we plan to meet 8 AM June 26, and all of us meet July 12 (PM) to make final preparations.
Bring your own copies we will put into CHARACTERplus folders on July 12.

Need artifacts:
   1. tangible documents to display (advertisements/clippings blow up as large posters – we hire attitude, we can train skill)
   2. send PP, scanned pictures, documents, and so on to JS and she will put into presentation