

Rite of Passage School Leadership Agenda

April 16, 2024

2:00PM EST

Items for Discussion:

- Teacher In-service
 - July 11th and 12th
 - Time: 12pm-4pm EST
 - Book: Teachers; Guide to Trauma
- Executive Orders discussion
 - How will you implement and support at your school?
- See Something, Say Something, Do Something
 - comfort level with Courageous Conversations
 - sweat the small things
 - safety of students
 - develop appropriate professional boundaries and relationships
- Education KPI data – 2nd Quarter
- 2024-2025 Teacher agreements
 - Increase based on pay scale
 - PTO discussion
 - Closeout agreements no later than the end of April 2024
- April: **Child Abuse Prevention Month - THE LONG-TERM IMPACT OF CHILD ABUSE AND HOW EVERYONE CAN PLAY A ROLE IN PREVENTION - ROP WEBSITE**
- ROP Landscaping Competition update
- Wins of the Week

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The Executive Orders and the 2024 Vision! With everyone's efforts, we will make 2024 one of our most productive years.

1. Implement the Integrated Care Model ROP's commitment to fully implementing the Integrated Care Model at all sites is a central focus again in 2024. Each site will complete a 10-point checklist to ensure they are effectively operating their program, including the daily schedule, program statement, reporting systems, treatment plans/MDT, and operating a trauma-informed program.
2. Implement Site-Based Leadership. We welcomed 18 new Program Directors who will work in collaboration with their site management team to represent the mission and values of ROP while administering the program elements, site operations, staffing/PCR, training, budget, P&P, admissions, and compliance. Leadership can continue to access district and national ROP resources to successfully operate their sites.
3. Re-Establish Core ROP Employees to ensure working managers are on the floor, in the mix, and supporting youth and staff, Group Supervisor positions will be implemented at the sites. This may require a restructuring and budget adjustments, however this position is critical for operational safety, strong culture, and keeping overtime costs down.
4. Fidelity of Reporting Systems Atomic Habits emphasized that consistent measurement and data-driven management are critical for improvement. In 2024, all ROP sites will implement precise, timely reporting to include adhering to reporting protocols, incident review, and analysis of the data to ensure continuous improvement. FAMCare will be the system to capture incident reports, and all applicable staff will be trained on this process.
5. Communicate the Message ROP is committed to enhancing communication across the organization to foster communication, break down silos, and focus on solutions. Initiatives launched in 2023, like the Monday EXCOM meetings by service line, have created regular forums for information sharing and alignment. Site Leadership shall take an active role in all site meetings including shift change, where they will provide training. Other department meetings such as site management and finance meetings require leadership attendance and active engagement. In addition, managing by walking around and leading by example provides opportunities for informal, personal interactions between leadership and staff.