Studer
Education







School Board Presentation:
Improvement Journey in Faribault Public Schools

KK Owen

November 23 , 2026

FARIBAULT PUBLIC SCHOOLS
Empower, Energize, Engage

AGENDA

1. Studer Education: Our “Why”
2. Leadership Framework
3. What is the work in Faribault?



Introduction to Organizational Excellence & Foundational Leadership Skills





Studer Education

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OUR Why

Being of Service to Others



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WHAT IS ORGANIZATIONAL EXCELLENCE?



The 9 Pillars of Organizational and Leadership Excellence

Pillar	Strategic Aim
1. Aim High to Achieve Excellence	Establishes a strategic direction with clearly defined expectations at the start.
2. Measure What's Important	Creates and aligns metrics to establish the foundation for strategic execution.
3. Communicate for Alignment	Uses key words so people know how their contributions add value to achieve positive outcomes.
4. Recognize the Bright Spots	Focuses on recognizing and advancing areas working well.
5. Value Employees to Show They Matter	Places people at the center of achieving positive outcomes.
6. Exceed Customer Expectations	Expect everyone to offer excellent service to others.
7. Align Goals, Behaviors, and Processes	Interconnects tactics and strategies by applying a leadership execution framework for aligning goals, behaviors, and processes.
8. Develop People to Improve and Perform	Aligns employee development and performance to achieving organizational outcomes.
9. Continuously Improve to Achieve Success	Positions improvement as an ongoing discipline across the system.

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Align Goals, Behaviors, and Processes

EVIDENCE-BASED LEADERSHIP

ALIGNED GOALS		ALIGNED BEHAVIORS		ALIGNED PROCESSES	
Align Measures that Matter to Strategic Priorities to Achieve Results	Align Leader Development to Achieve Results	Align ALWAYS ACTIONS® to Achieve Results	Align Human Performance Expectations to Achieve Results	Align Bright Spots & Improvement Cycles to Achieve Results	Align Time, Talent & Resources to Achieve Results

FOUNDATIONAL → BREAKTHROUGH

9 PILLARS FRAMEWORK

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Align Goals, Behaviors and Processes

EVIDENCE-BASED LEADERSHIP

ALIGNED GOALS	ALIGNED BEHAVIORS	ALIGNED PROCESSES
• Scorecards: Measure What's Important-Set Clear Goals • Focus on Strategic Actions • Stakeholder Survey Goals	• Rounding/30-90 Day Meetings • Results Rollout of Survey Data • Consistent Performance Conversations & Feedback	• Cycles of Improvement • Why/What/How Communication • Reward and Recognition • Standards of Excellence

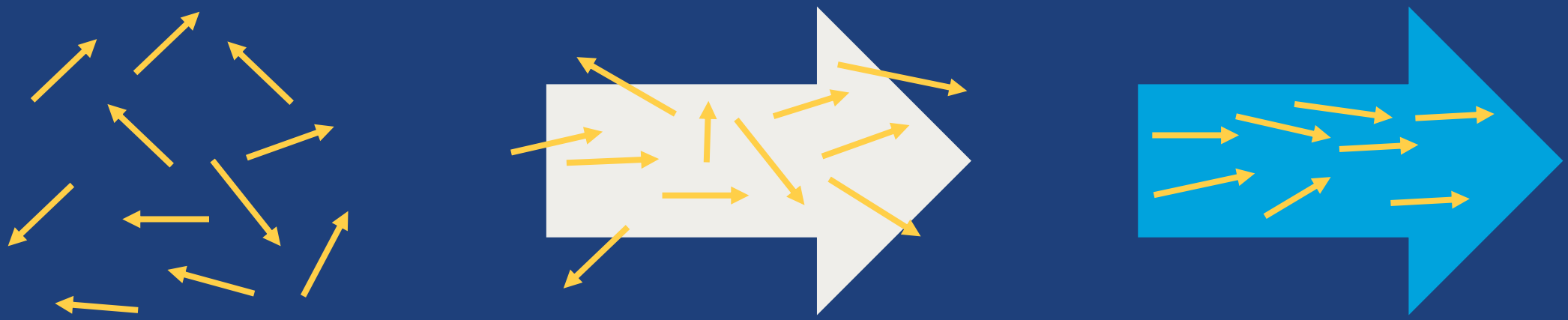
FOUNDATIONAL → BREAKTHROUGH

9 PILLARS FRAMEWORK

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Systems Thinking and Alignment



From **random** acts of improvement…

to **aligned** acts of improvement.

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What we measure



We value

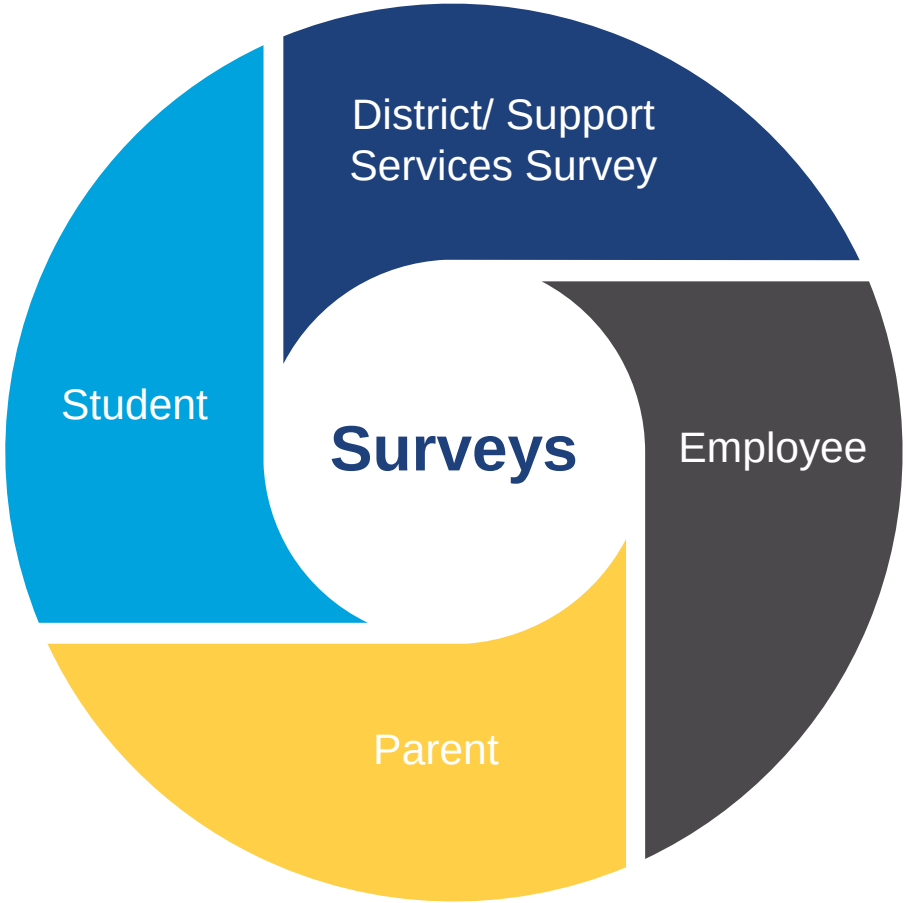
Studer Education Surveys

Student Experience Survey

Provides students the opportunity to share what's working well at school what would improve satisfaction and student learning

District Services Survey

Assesses how school leaders and select district customers perceive the services provided by district departments to meet the needs of students



Parent Experience Survey

Provides parents and guardians the opportunity to share what's working well at school what would improve satisfaction and student learning

Employee Experience Survey

Allows all employees to provide feedback to help leaders understand actions needed to continuously improve staff engagement, morale, and satisfaction

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What do we “do” with the results from stakeholder surveys? Why does this work lead to improvement?



When leaders “roll out” results to employees, what changes?

- Employees feel valued and heard at rollout meetings
- Leaders get a clear perception of their leadership and the work environment from the employee point of view
- Leaders determine strategic actions to improve the work environment for employees

What about other surveys like Parent, Student, and Department Services?

- Leaders provide parents and students a broad overview of results along with strategic actions to improve (after sharing with staff)
- Parents and students know their voices matter and they can see actions taking place to address their needs
- District Departments collect input from those they serve (schools and other departments) and choose actions to improve service



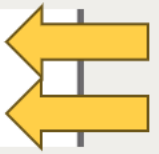
Next Steps in the Continuous Improvement Journey:

- **Building consistency and standardization of processes:**
  - Rounding
  - Rounding Summaries
  - Results Rollout

- **Building transparency and follow-up in improvement processes:**
  - Pulse Checks throughout the year after Results Rollout
  - Sharing Rounding Summaries with Employees
  - Continuing to Build Working Scorecards

Leadership Strategic Actions

- Focus on Strategic Actions
- Stakeholder Survey Goals



Transparency, Listening, Visibility in Schools

Increase EE District Mean from 3.48 to 3.68

1. **Transparency about allocation (why one building gets something and another doesn't) 8 Votes**
2. **More resources for "quality conditions" (buildings, water, etc.) 7 Votes**
3. **All in leadership are practicing the "listening to understand" instead of "listening to respond" (be vulnerable enough to say "I don't know") 6 Votes**
4. **Leadership by walking around (district staff seen in buildings) 6 votes**

Annual Measure: Employee Experience Survey (DISTRICT LEVEL SCORECARD GOAL)
Goal: Increase Employee Experience Survey Overall Mean from 3.48 to 3.68
Strategic Actions:

- Build transparency around resource allocation by communicating quarterly key information about budget allocations (progress monitoring: pulse check quarterly with employees, report out at leadership meetings)
- Improve leadership listening and visibility: listening to understand, district staff seen in buildings (progress monitoring: district staff seen monthly in each building, quarterly reports "Here's what I heard")
- Add Leaders Skill: It's okay to say "I don't know" (and take notes to bring questions to leadership team)

OUR Why

Being of Service to Others



Thank you for your time.

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