

September 5, 2016

Each time I visit a campus, I visit with the intention of getting a pulse of the campus climate and observing the implementation of various programs. As an added benefit, I get to observe students enjoying being students. Seeing kids running around in the [playground](#), playing on the [swings](#), or eating their [lunch](#) reminds me of how much trust parents place in our commitment. We are both blessed and charged with a tremendous responsibility.

Earlier this week I was able to visit the Freshman Campus to observe the progress of our ELA plan and to observe the implementation of Capturing Kids Hearts. I was pleased to see so many adults shaking hands with students and most especially pleased with the development of [Social Contracts](#). It is reassuring to see our teachers buy into and begin to implement programs that can yield high results. As the weeks pass by, and they will zoom on by, I encourage each of you to remain faithful to the vision you helped form just two weeks ago.

Although I wanted to spend the rest of my week observing the implementation of the [Power Hour](#) and Power Block, I had to travel to San Antonio to meet with a team that will help lead our Citizens Committee in the development of a Five, Ten, & Fifteen Year Construction Plan. We are cognizant that we have every instructional program necessary to become a high achieving District. We are also aware that we have, or will soon have, the facilities necessary to implement our marquee programs. Yet, we know that planning for the future is a necessary burden.

Over the next couple of months we will meet with a committee of 28 individuals (14 citizens nominated by Board Members and 1 representative from each campus). We will select, from three different sites, a location for a future elementary campus as well as consider existing property for the construction a second elementary campus. We will consider significant remodeling to campuses such as Del Rio High School, Cardwell Elementary and Buena Vista Elementary. Extensive HV/AC remodeling and repairs will also be considered as well as the implementation of a middle school magnet. These are absolutely exciting conversations.

Although the conversations in San Antonio were exciting, I was pleased to be back in [Del Rio](#) and partake in our Friday night [festivities](#). It was so nice to see our [community](#) come out and enjoy the nice weather, lots of student [performances](#), and a huge win by our [Mighty Rams](#). From the [beginning](#) of the game, until the last fan drove away, it was a [spectacular](#) evening. To end the weekend, I had the opportunity to see our [volleyball girls](#) compete against a San Antonio school. Although the score was a bit shy of a win, our girls showed [tremendous poise](#) and skill. I am certain a successful season lies ahead.

In closing, I would like to encourage each of you to complete reading the book we recently provided to you, *The Five Dysfunctions of a Team*. I want all of us to read it, not because I think we are entirely dysfunctional. Instead, because I believe in the message the fable is communicating - the transformation of any organization can only happen when we are driven towards results. When there is inattention to results, it becomes real easy to point the finger or make excuses for not having our students achieve what we know they can. I know our students, our teachers and our entire community is deserving of our commitment to results. The ultimate test of a great team is results!

**“The fact remains that teams, because they are made up of imperfect human beings, are inherently dysfunctional.” – Patrick Lencioni**