

January 14, 16
GSUS:

Thank you for taking the time to provide feedback and share your thoughts on our first step in the Journey to Elite!

I wanted to share some additional thoughts and background based on your feedback. I was so excited to see 2 "themes" in the survey.

1. Give us time to work in small groups to discuss real life "E's" and discuss ATL responses available.
2. "Video Clips" to reinforce the message.

I can say I couldn't agree more with that feedback. The advantage we (admin) had is that we received the training over a 2-day (8 hour days) period. Within that time frame it allowed for "work time". It allowed for small group discussion and time to compile the common "E's" we face personally and professionally and then to develop ATL "R's".

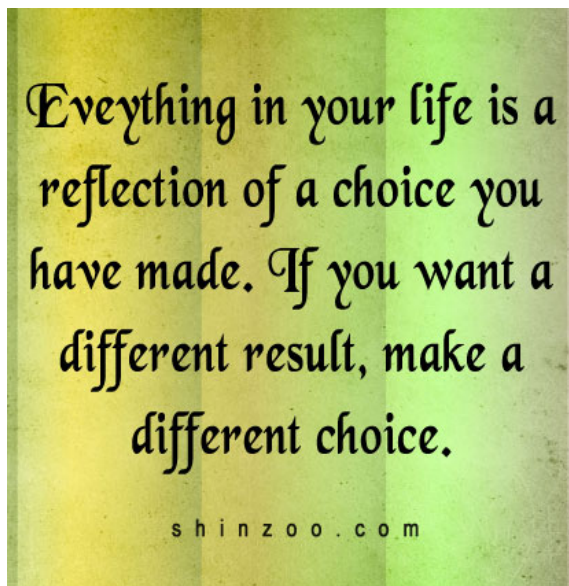
The 2-day training also allowed for "video clips" which was very powerful in reinforcing the message. The movie we used was Remember the Titans. I challenge you to re-watch this movie or watch for the first time. Watch using your new lens of R Factor. Find points where the situation could have been improved by Pressing Pause and moments when the actors did Press Pause. As we continue this journey and practice the remaining R Factor disciplines you will see examples of each discipline in this movie.

With all that being said, the challenge we faced as trainers is time. Unfortunately we only get 30-45 minutes with each staff (not nearly long enough). We will do our best to incorporate more of the components mentioned in future trainings.

However, my **commitment** to you is that time will be made available for us to get our "reps" in. Time will be made available for us to work as a team on breaking old habits of what are comfortable (maybe BTL) responses and developing consistent ATL responses. This will allow us to be ready when those emotional moments hit us. This will train us to Press Pause and pull from our bank of ATL responses.

Final thought. Remember right now this is OUR journey. This is personal. This is about adults right now. We will get to the kids, but we must get ourselves (as adults) on the right path before we take it to kids.

"If it's not happening IN YOU, it will not happen THROUGH YOU!" Right now is about YOU. It is OK to be selfish right now. Focus on your own personal journey to ELITE and our journey as a staff.



If you have additional thoughts please let me know!

BE ELITE,
Dawn