



August 1, 2020

Dear Banning Unified School District Staff:

In the past few months we have achieved a great deal of accomplishments. We passed a budget, developed a reopening plan, organized an impressive drive-through graduation celebration, and landed a unique opportunity to pay all staff for extra training. We are now laying the foundation necessary to become the highest-performing school district in all of Riverside County.

As such, in the coming weeks, you will experience (1) cohesive leadership among directors and principals focused on professional learning, teamwork, respect, and student achievement; (2) significant technological advancements; and (3) sustainable impact of an in-balance budget with districtwide fiscal practices that maintain our financial viability.

Beginning **Monday, August 3rd through Wednesday, August 12th**, please join me and our phenomenal school and district leaders for online sessions designed to focus our work on our promising future. Our virtual professional learning time together will begin at 8:00 a.m. and end by or before 3:00 p.m. each day. Click the following links for copies of James O'Toole and Warren Bennis' ["A Culture of Candor" in the Harvard Business Review](#) and Spencer Johnson's [Who Moved My Cheese?](#)

The purpose of these readings and our time together over the course of the next two weeks is to align our thinking, create effective norms, and increase our knowledge and skills. In doing so, we will not only learn to accelerate student achievement but also create a healthier and more respectful organizational culture that is effective and efficient.

As we come together this week with growth mindsets, open hearts, and fierce resolve, I look forward to a new beginning for Banning Unified School District. Together, we can model behaviors and implement routines that shape and support our mission to collaborate and develop responsible, respectful, prepared students to achieve their full potential.

Monday, August 3<sup>rd</sup>, click [HERE](#) to join our **Virtual All Staff Team Retreat, and use this Meeting ID: 861 2326 0662 and Passcode: c11Zgt**. You will also receive calendar invitations with this information and alternative ways to join. If you have trouble logging on or any questions about attending, please contact your immediate supervisor. This is a paid workday for all staff. All staff (including employees who would normally come back at a later date) will be compensated.

I look forward to seeing you online Monday.

Take good care and have an awesome weekend!

Sincerely,  
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