





- What is Culture?Why is it Important?
- What we Know
- Culture and Board RoleCommunity Aspirations?





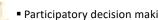


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What We Know About Culture . . .





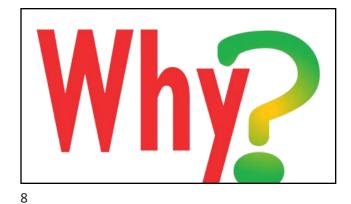
What We Know About Culture . . .

- - Mutual respect amongst all stakeholders
 - Teaching and learning valued
 - Successes are celebrated
 - Ongoing collaboration is the norm

What We Know About Culture . . .



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Leadership Matters

- BOE and superintendent create a shared vision
- adhere to distinct roles and responsibilities,
- communicate their commitment to the district's strategic direction



Clarity Counts



- Communicate mission, vision, and values in consistent ways across multiple audiences – continually.
- Vision clearly communicated so others can catch the "as is" state evolving to the "to be" state of improvement.

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Alignment Accelerates

 Engage in a comprehensive strategic planning process with all stakeholder groups to instill a continuous improvement process.



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Alignment Accelerates

 Consistently monitor plans to create organizational alignment, prevent silos, and achieve desired behaviors and performance.



Systemic Performance Improvement



- Performance measures for organizational effectiveness
- Focus on fixing problems rather than blaming people
- Measures exist for stakeholder engagement, team growth, and other areas of district priority.

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Implementation

- Create conditions for success
- Monitor to increase the likelihood that plans will achieve desired outcomes



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Talent Management



- Growing talent and tending to the development of people is critical.
- Provide meaningful development opportunities.

• Ensure people see themselves as part of a team.

Talent Management • Provide educators time to collaborate with peers. • Give permission to take risks without fear of failure. • Empower students to extend their learning into the community. • Empower students to extend their learning into the community.

Accountability

- Accountability viewed as a value.
- Key is a focus on continuous improvement



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Monitoring



Connect the Dots - Communicate

What processes and procedures are in place to effectively communicate and celebrate achievements throughout the community?



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Board role . . .



• Employ and support a superintendent who shares effective culture philosophy

- Develop and revise policies to reflect this philosophy
- Provide safe schools with learning environments of trust and respect are a priority.

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Let's Talk



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To be focused on people is to know what matters to them.

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