

CULTURE BLUEPRINT

BELLBROOK - SUGARCREEK SCHOOLS



THE POWER OF CULTURE

EAGLES ARE STRONGER TOGETHER

Our culture is the heart of our school system. It makes Bellbrook-Sugarcreek Schools a special place to learn and work, and it gives us a unique advantage. Building and sustaining this culture requires intentional effort from everyone in the district. The culture blueprint is part of that effort.

Culture is not a document that hangs on the wall. Culture is what we believe, how we behave and the experience our behavior produces for others. It is the foundation on which our education community is built. Written statements help clarify the culture, but documents don't build culture ... our actions do.

Our core beliefs provide the standards for how we behave toward each other, our students and our community. Because culture shapes behavior, it determines how effectively we execute our mission. Success depends on our ability to collaborate and educate in a constantly changing environment, and culture aligns everyone in the district around a common set of beliefs & behaviors that ultimately determine how we prepare our students for the future. Culture drives our behaviors. Behaviors produce results.



20 SQUARE FEET

SCHOOL CULTURE

CLASSROOM CULTURE

**Your 20 Square feet
of Influence**

20 Square Feet is simply a metaphor that expresses that each person in the district has a sphere of influence. It expresses the reality that the way we behave personally – the way each of us manages our 20 Square Feet – is what determines our culture. You aren't just part of our culture; you are a creator of our culture!



A common default trap is BCD: Blaming, Complaining, and Defensiveness. Too often when things don't go right people blame someone else, complain about the situation, and defend their own behavior. BCD never solved a problem, achieved a goal, or improved a relationship. BCD is a culture-killer, and it hinders performance.

Blame

Complain

Defend



BELIEF, BEHAVIOR, OUTCOME (BBO)

DO THE RIGHT THING

SOAR TOGETHER

PURSUE EXCELLENCE

The BBO is a blueprint for our culture. It clarifies the specific behaviors and results we want from each of our beliefs. The behaviors outlined in the BBO are essential to how we engage students in the classroom, and how we operate our schools. Our goal is to create an educational environment where everyone consistently engages in behaviors that produce exceptional outcomes.



GOLDEN EAGLES

BELIEF

BEHAVIOR

OUTCOME

DO THE RIGHT THING

We make good choices.
We own our behaviors and actions.
We are part of the solution.

We have pride in our actions.
We have trust in each other.
We solve problems.

SOAR TOGETHER

Think WE not ME
We serve and empower others.
We respect our differences.

We work together.
We learn together.
We achieve together.

PURSUE EXCELLENCE

We hold high standards.
We focus on growth.
We relentlessly pursue excellence.

We are the best version of ourselves.
We are better today than we were yesterday.
We will be better tomorrow than we are today.

BETTER TODAY THAN YESTERDAY,
BETTER TOMORROW THAN TODAY

DO THE RIGHT THING

We make good choices.

This is about acting with discernment and integrity. We follow through on our commitments. If we say we will do something, we do it, even if it is hard. We understand that trust is earned through behavior, not granted by position. And we talk straight. We talk to people, not about people. We are open & candid with each other, even when it's difficult. Nothing of value comes without hard work and being committed to overcoming obstacles along the way. We will do the right thing and be resilient.

We own our behaviors and actions.

Take ownership of what you say and what you do. Before you make a decision or take action, press pause to gain clarity. Ask: "What does this situation require of me?" Act with the outcome in mind. There is no such thing as a culturally neutral attitude or action. We recognize that everything we do has an impact on the people around us and on the culture of Bellbrook-Sugarcreek Schools. As a result, we take personal ownership of how we contribute to a positive learning and working environment that drives excellence.

We are part of the solution.

We are committed to $E+R=O$. We don't control the events of life, but we do control how we choose to respond. The outcomes we get are earned by the quality of our response. Success is not about circumstances; success is about choices. Set goals. Dream big. Then make the choices necessary for achieving your dream. If you aren't solution-oriented, you will increase the chances of participating in BCD. The outcomes you get are the result of the choices you make.

SOAR TOGETHER

Think WE not ME

We support each other and invest in the growth and success of our colleagues. We ask, How can I help my colleagues be successful? We think & act in ways that motivate each other to perform at the next level. We are all responsible for creating a positive learning & working environment that inspires excellence. When we help each other, we perform better.

We serve and empower others.

We ask for help, and we give help. We support each other and invest in the growth and success of our colleagues and our students. We make each other better. No personal agendas. We ask, “How can I help others be successful?” We think & act in ways that motivate each other to perform at the next level. One of the most powerful things we can do is encourage each other.

We respect our differences.

Our school is a wonderful collection of people with different backgrounds. We accept and value the perspectives of our colleagues and our community, and we actively seek to utilize those perspectives to solve problems, achieve goals, and navigate the future. We will not agree on every decision, but we will commit to team decisions and align our efforts in one direction. We support each other. Our school is better when we work together.

PURSUE EXCELLENCE

We hold high standards.

As we adopt new behaviors and learn new methods, we set a high standard and pursue it relentlessly as we move forward with purpose. When we invest in ourselves daily, we also inspire the growth and success of our colleagues. We make each other better. We put the team first. We think and act in ways that motivate each other to perform at the next level. Take risks. Take chances. Try new things. Doing so inspires and impacts those people near our 20 Square Feet so they too will pursue excellence.

We focus on growth.

It is vital that each one of us has a mindset that is focused on growth rather than one that is fixed. In a growth mindset, people believe that their most basic abilities can be developed through dedication and hard work—brains and talent are just the starting point. This view creates a love of learning and a resilience that is essential for great accomplishment. A fixed mindset is a belief that your intelligence, qualities, and abilities are carved in stone and can't really change. People with a growth mindset are coachable. They believe that other people often have insight we can benefit from; we are open to receiving ideas, thoughts, & feedback. No matter how much we think we know, we always work hard to improve and be the best version of ourselves.

We relentlessly pursue excellence.

We have a rich history that is a great source of pride. While we hold to our traditions, we also look ahead to a bright future. We have a passion for growth and are on a journey to be a little better every day. We actively look for places where our skills and abilities can improve, and then we do the work to make them better, all with a healthy focus on the future. As we adopt new behaviors and learn new methods, we set a high standard and pursue it relentlessly as we move forward with purpose.