

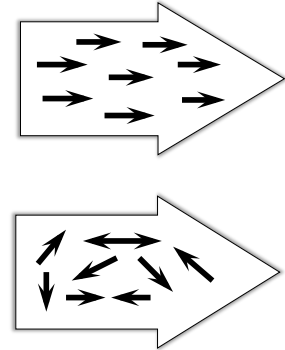
# The Power of Culture at Hilliard City Schools

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

## What is culture and why is it Important?

Culture is not a document that hangs on the wall. Culture is what we believe, how we behave, & 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 values provide the standards for how we behave toward each other, our students & our community. Because our culture shapes behavior, it determines how effectively we execute our strategy. Culture eats strategy for lunch. Our success depends on the ability to collaborate and execute in a constantly changing environment. Culture aligns everyone in the district around a common set of values & behaviors that ultimately determine how we prepare our students for success.

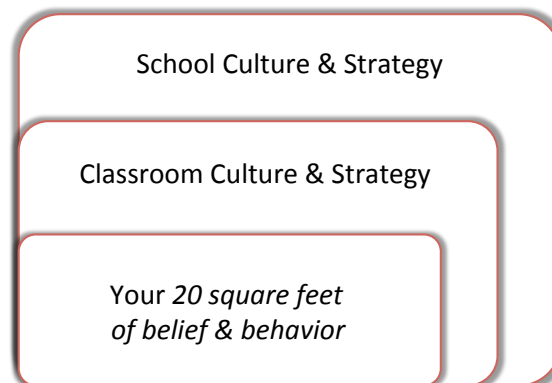


## 20 Square Feet™

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.

## Values → Behavior → Outcome (VBO)

The VBO is a blueprint for our culture. It makes clear the specific behaviors & results we want from each of our values. The behaviors outlined in the VBO 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.



# HILLIARD CITY SCHOOLS



## VALUES — BEHAVIOR — OUTCOME

This is the Hilliard Way.  
It spells out the standards for how we behave toward each other, our students, and our community.

<b>Values</b>	<b>Behavior</b>	<b>Outcome</b>
<b>Stand Up &amp; Own It</b> <i>Make a difference every day.</i>	<ul style="list-style-type: none"><li>▪ Act with purpose.</li><li>▪ Do the right thing, especially when it's hard.</li><li>▪ Own your work. Put your name on it.</li></ul>	<b>We can count on each other.</b> <b>Our students can count on us.</b>
<b>Power of the Team</b> <i>Think we, not me</i>	<ul style="list-style-type: none"><li>▪ Invest the time to care, listen, &amp; communicate.</li><li>▪ Ask for help, give help. Make each other better.</li><li>▪ Respect differences.</li></ul>	<b>Great place to work.</b> <b>Great place to learn.</b>
<b>Passion for Growth</b> <i>Pursue excellence</i>	<ul style="list-style-type: none"><li>▪ Get focused, stay focused.</li><li>▪ Embrace productive discomfort.</li><li>▪ Be coachable.</li></ul>	<b>Equipped with skills.</b> <b>Ready for tomorrow.</b>

## **Stand Up & Own It**

*Make a difference every day*

We have an opportunity to make a difference; an opportunity to shape the future of the students in our care. This requires a “Stand Up & Own It” mindset characterized by three key behaviors.

1. ***Act with purpose.*** We create the environment for students to learn, and that means we take the time to think about and plan the interactions we have with our students every day. We personalize learning for each student. We resist the temptation of ‘one size fits all, cookie-cutter approach’ to teaching. Whatever the situation, we ask: “*Am I acting with purpose? What can I do to make a difference?*”
2. ***Do the right thing, especially when it’s hard.*** This is about acting with integrity. We follow through on our commitments. If we say we will do something, we do it. We understand that trust is earned through behavior, not granted by position. And we talk straight. We are open & candid with each other, even when it’s difficult. We talk to people, not about people.
3. ***Own your work. Put your name on it.*** We understand the importance of the work we do every day and take pride in the impact of our contribution. We make sure that everything we touch and everything we’re involved with is better because of our participation. Sometimes we make mistakes. But when we do, we take ownership and make every effort to fix the mistake. And we learn from it so that the mistake isn’t repeated. The way we behave personally is what determines the success of our school.

The outcome that these behaviors achieve is that we can count on each other, and our students can count on us.

## Power of the Team

*Think we, not me*

Achieving our mission requires the Power of the Team. It requires a mindset of we, not me. Great things happen when we work together and put the team first. Here are three key behaviors:

1. ***Invest the time to care, listen, & communicate.*** Listening is one of the most important things we do. It is how we connect with our students & with each other. When we care we pay better attention and give better effort. When we listen, we create valuable connections and build enduring bonds. When we communicate, we share ideas & perspectives and make better decisions. We understand that this takes time. So we invest the time.
2. ***Ask for help, give help. Make each other better.*** 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.
3. ***Respect differences.*** Diversity is important to us. Our district is a wonderful collection of people with different backgrounds. We value the perspectives of our colleagues & our community, and we actively seek to utilize those perspectives to solve problems, achieve goals, and navigate the future.

The outcome that these behaviors achieve is that Hilliard is a great place to learn and great place to work.

## Passion for Growth

### *Pursue Excellence*

At the heart of our culture is a passion for growth, the growth of our students and the growth of our staff. We relentlessly pursue excellence everyday. Our passion for growth is grounded in three behaviors:

1. ***Get focused, stay focused.*** We focus on personalizing instruction for every student. This focus is predicated on the whole child. We battle distractions everyday but we are relentless in our commitment to what really matters.
2. ***Embrace productive discomfort.*** Growth requires struggle. If we want to improve and get better, we must get out of our comfort zone. This is true for our students, and it is true for us. Therefore, we embrace the productive discomfort that is necessary for continuous improvement and growth. We adjust our plans & actions. We adopt new behaviors. We learn new methods. It's not just the key to surviving; it's the key to success.
3. ***Be coachable.*** Sometimes others see things we can't. Other people often have insight we can benefit from; we are open to receiving ideas, thoughts, & feedback. We never assume. No matter how much we think we know, we always work hard to improve our understanding of the situation. We want our students to be coachable, but for that to happen we must be coachable.

The outcome we achieve by behaving this way is that our students are equipped with skills and are ready for tomorrow.