



# The Power of Culture in the Kings Local School District

## Our Vision

The Kings Local School District is a supportive community dedicated to inspiring lives of character, learning, leadership, and service. Our hope is to strengthen our learning community for students, teachers, and parents.

Our culture is essential to that effort and is the heart of our district. We believe that the Kings Local School District is a special place to learn, teach and grow to achieve our potential. Building and sustaining Kings Local Schools' culture requires intentional effort from everyone in the organization. Our #KingsStrong Culture Blueprint 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 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.

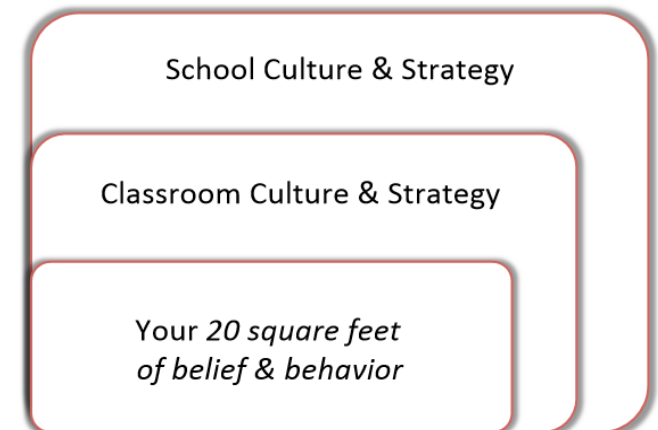
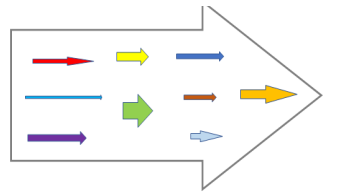
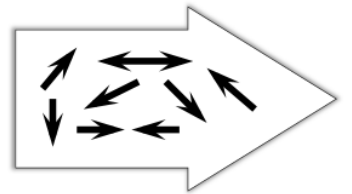
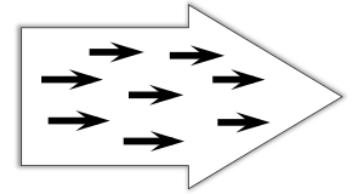
Our core beliefs provide the standards for how we behave toward each other, our students and our community. Because our culture shapes behavior, it determines how effectively we execute our strategy. Culture eats strategy for lunch. Our success depends on the ability to collaborate and execute in a constantly changing environment. Culture aligns everyone in the district around a common set of beliefs & 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.

## Belief - Behavior - Outcome (BBO)

The BBO is a playbook 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.





**KINGS**  
LOCAL SCHOOL DISTRICT

*A Great Place to Live, Learn, Work, and Grow!*

*Relate, Create, Innovate*

## #KingsStrong Culture Blueprint

*Building Our Castle*

<b>Stronger Together</b>	<ul style="list-style-type: none"><li>● Make each other better</li><li>● Devote the time to listen and connect</li><li>● Embrace our differences</li></ul>	<b>Relate</b> to cultivate trust
<b>Own Your Response</b>	<ul style="list-style-type: none"><li>● Invest in yourself to inspire others</li><li>● Respect tradition, focus on the future</li><li>● Honor every individual</li></ul>	<b>Create</b> exceptional working and learning experiences
<b>Growth Drives Dreams</b>	<ul style="list-style-type: none"><li>● Say “yes” to the hard things</li><li>● Build new skills</li><li>● Seek and apply feedback</li></ul>	<b>Innovate</b> solutions for tomorrow’s challenges

# Stronger Together

*Our success depends on how we care and connect. Strong relationships are built when we commit to and invest in each other.  
Each one of us brings value to the team. We are stronger together when we:*

## **Make Each Other Better**

*Teams succeed when they strive to improve together. When we invest in others we pay better attention and give better effort.  
When we seek to understand what is important to others, we are better able to support each other.*

## **Devote the Time to Listen and Connect**

*Listening requires intentional effort. It is how we connect with our families, students and each other.  
We don't always agree but we strive to understand. This is how trust flourishes.*

## **Embrace Our Differences**

*Strong teams value and respect different ideas, perspectives and thinking. Each one of us has valuable insight and ideas to share.  
True strength lies in our ability to embrace all perspectives.*

**Relate to Cultivate Trust**

# Own Your Response

*A lot of things we do have an impact on others. This means we have a lot of opportunities to make a positive difference in the lives of those around us.*

## Invest in Yourself to Inspire Others

*Teacher learning drives student learning. 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 a 'one size fits all, cookie-cutter approach' to teaching. Coach and be coachable. Every day ask yourself, how can I get better and how can I help others get better?*

## Respect Tradition, Focus on the Future

*We understand the traditions that we have, but also know that we have an ever-changing community. To thrive in this environment requires that we continuously create and explore. We are committed to viewing these changes as a reality and, most importantly, an opportunity to improve. Building a stronger community by taking our older traditions and merging them with new traditions to strengthen our overall community.*

## Honor Every Individual

*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. Everyone has the potential to bring value to the team, but only if we are willing to be open-minded and respectful. Not everyone thinks the way we do, and that's a good thing. The best teams are those that value, respect, and are open to different ideas, perspectives, and thinking.*

***When everyone behaves this way we can depend on each other.***

**Create Exceptional Working and Learning Experiences**

# Growth Drives Dreams

*The only way to be the best version of yourself is to grow. Growth is what creates the dreams we have for our students, our community, and even our own personal lives. Any dream you have is going to require new skills and challenges along the way to building them.*

## Say “Yes” to the Hard Things

*Growth happens outside of our comfort zone. When we say yes to hard things, we realize we may not succeed the first time. We must persevere through the challenges we face. We know these uncomfortable attempts sometimes result in "failures" but are what allows us to accelerate growth. Failure may not look like growth. Failure may be scary. Failures can be viewed as opportunities...and so we try again!*

## Build New Skills

*As you say “yes” to the hard things outside of your comfort zone, you are taking risks that lead to new skills. Taking chances, learning new things, embracing the awkwardness of the unknown - all skills that help us to be a better version of ourselves! We are not satisfied with the status quo or "the way we have always done it." We strive for innovation in our classrooms, school buildings and the entire district/community.*

## Seek and Apply Feedback

*Feedback is not the enemy, it's the vehicle to building new skills that make a difference. We welcome and accept feedback so we know how to improve. Find people who can produce meaningful feedback on where you can intentionally improve your "reps" at building new skills. This accelerates growth and inspires those around us to be the best version of themselves as well! We never assume. No matter how much we think we know, we always work hard to improve our understanding of the situation.*

**Innovate Solutions for Tomorrow's Challenges**