


Connecting the Dots:
District Culture and
Student Success
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OSBA leads the way to educational excellence by serving Ohio's public school board members and the diverse districts they represent through superior service, unwavering advocacy and creative solutions.

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Our Agenda



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



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What We Know About Culture . . .



- Participatory decision making
- Focus on the needs of people
- Commit to high-quality teaching and learning
- Support philosophy that all students can achieve



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What We Know About Culture . . .




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




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What We Know About Culture . . .



- Encompasses the perspectives and backgrounds of its members
- Relations we create with each other
- Collaboration beyond simple division of labor




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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




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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.




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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.



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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.



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Accountability

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




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Monitoring



- Keep your eye on the prize
- Improvement plans are living documents with regular check-ins



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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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- Provide orientation for board candidates and for new board members on expectations for student achievement.
- Provide adequate resources to meet student achievement goals through the budgeting process.



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- Recognize and reward staff and students for high achievement and high levels of improvement.
- Conduct all board meetings with curriculum and instruction as a clear focus and student achievement as the clear goal.



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- Model and respect, professional behavior, and a commitment to continuous learning with all.
- Ensure periodic assessment of school climate throughout the district.



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- Often, people who have good intentions but who know far too little about the aspirations of the people and communities they are trying to help, impose misguided solutions.



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Let's Talk




Implementing our work is never enough. The test is if the work mattered in someone's life.

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




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Being the Seeds of Change . . .





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