

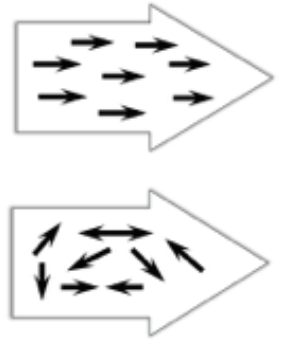
# The Power of Culture at Brecksville Broadview Heights City Schools



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

## What is culture and why is it important?

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 educational 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 always supercedes strategy. 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 and behaviors that ultimately determine how we prepare our students for success.

## 20 Square Feet™

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.

**School Culture & Strategy**

**Classroom Culture & Strategy**

**Your 20 square feet of belief behavior**

## Belief. Behavior. Outcome. (BBO)

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.



## The Heart of the Hive

### BELIEFS - BEHAVIOR - OUTCOME

#### Belief

#### Behavior

#### Outcomes

**Bee Your Best**

- Challenge Yourself
- Actively Engage
- Own your Choices

**Always Improving**

**Bee One Community**

- Respect Differences
- Build Relationships
- Empower Others

**Stronger Together**

**Bee the Future**

- Act with Purpose
- Pursue your Plan
- Live Forever Proud

**Leave a Legacy**





# Bee Your Best

## Challenge Yourself

We embrace productive discomfort and develop a habit of learning. We set goals to build on our strengths and improve our skills. We understand that hard work is necessary to achieve our goals. We choose to step up and strive to do the right thing, even when it's difficult. We will persevere through our challenges.

*Failure will be the catalyst to success.*

## Actively Engage

It is our responsibility to be active participants and contribute to the task at hand. We need to show up, get our mind right, and put effort in all we do. Each one of us needs to engage with purpose: ask questions and actively listen. Take time to understand. *Do the work.*

## Own Your Choices

We choose our attitudes, our beliefs, and our behaviors. We own our mistakes and learn from them. Our choices influence our culture; we are intentional and purposeful in our decisions and responses. *Own it.*

# Always Improving





# Bee One Community

## Respect Differences

We are strengthened by, and value, the diversity within our community. We actively embrace differences in solving problems, achieving goals, and navigating the future. Everyone deserves respect and validation for who they are, what they do, and for the life and path they choose. *All voices matter.*

## Build Relationships

Our community flourishes and grows through individual and collective contributions. The relationships we build within the community foster kindness, mutual respect, and understanding. We interact with one another with compassion and sensitivity. *We care.*

## Empower Others

Our community is only as strong as each individual. Everyone has a collective responsibility to influence, mentor, lead, and be examples for one another. We seize opportunities to facilitate and encourage individuals to grow. *Make a difference for someone else.*

# Stronger Together



## Bee the Future

### Act with Purpose

Everyone has a purpose. Our intentional actions and behaviors positively impact ourselves and others. We develop and pursue our “why” through skillful and deliberate decisions. *Live your “why.”*

### Pursue your Plan

We are persistent in creating and following our plan to achieve our goals. Through this we grow beyond our abilities, expand our boundaries and maximize our potential. *Never give up.*

### Live Forever Proud

We are proud Bees. We value our heritage and celebrate the successes of our community. We understand the importance of the work we do every day and take pride in the impact of our contribution. *Make your mark.*

## Leave a Legacy

