IASP Indiana Association of School Principals

From Words to Work: Building a Culture Staff Actually Own

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Every School Has Words.

Mission.
Vision.
Values.
Posters.

Can you SEE your values?

Culture is what we repeatedly do… not what we occasionally announce



The first step: Getting to know the current culture

What is it that your school does well?

What could your school do better?

What are your expectations of me as your principal or assistant principal?



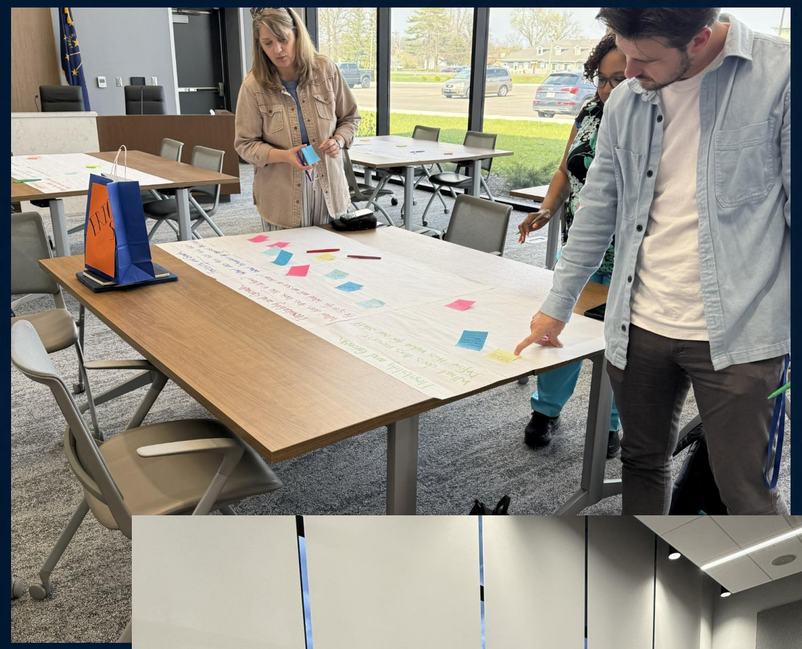
Step Two: Start asking questions and give them time and space to answer.

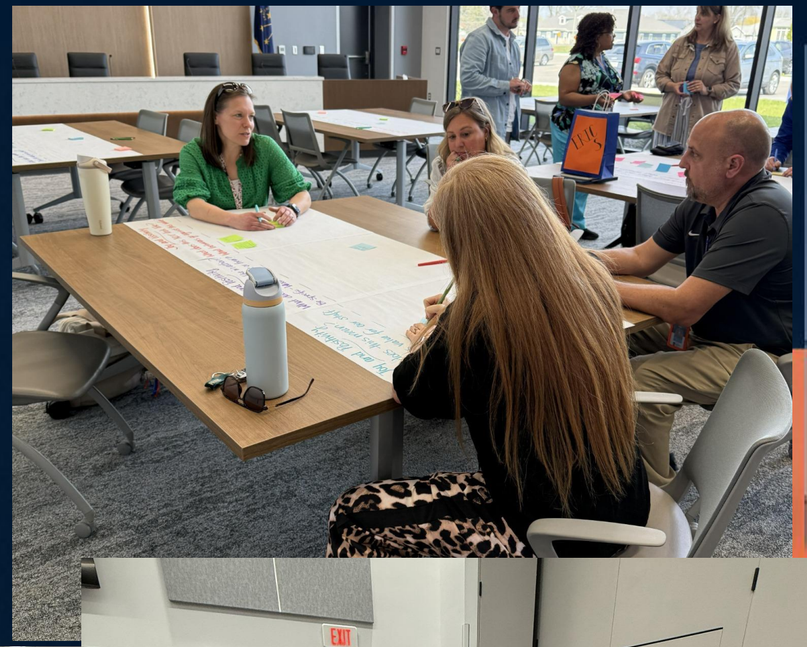


The work begins with listening.

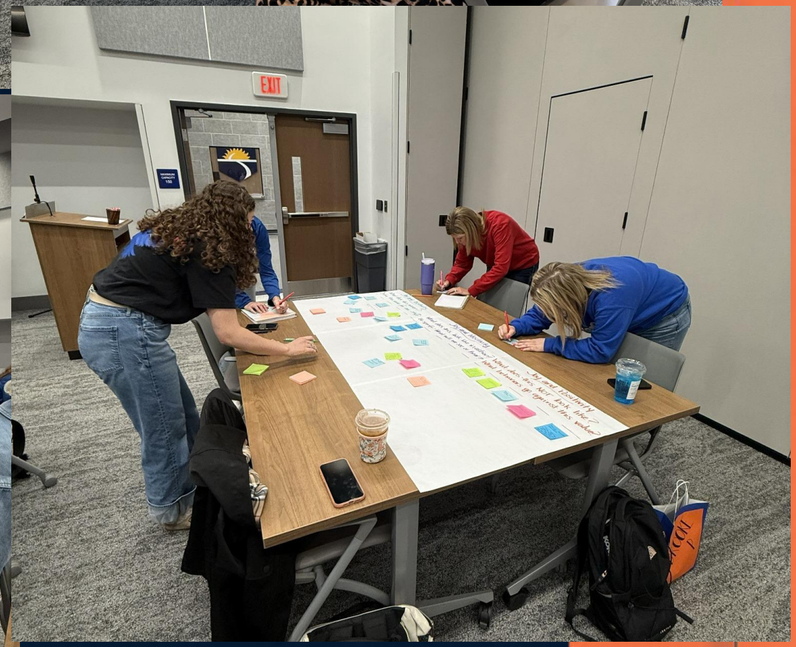
From emotion to common ground.

1. What are the best ways I can support you?
2. How will we build relationships with ALL members of our team?
3. How can we make our school at place you WANT to come to work every day?





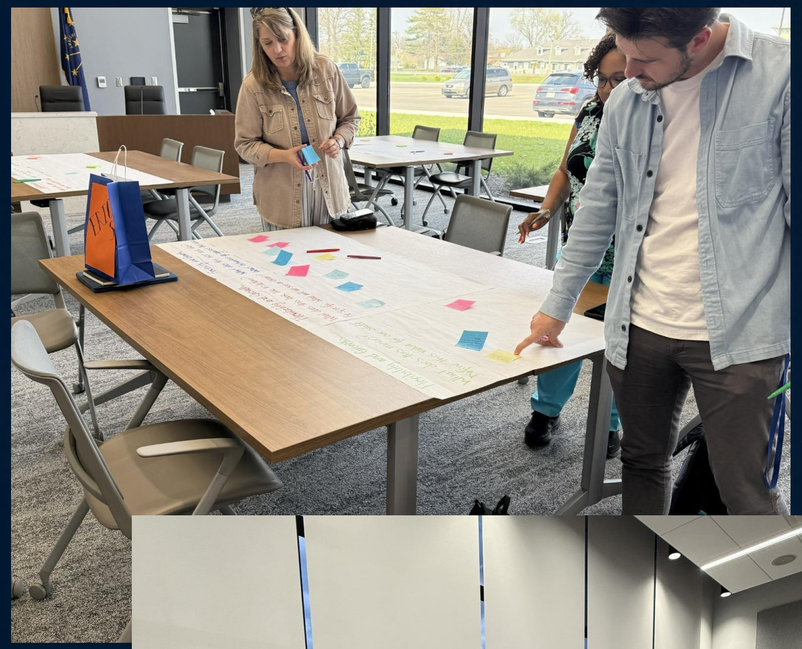




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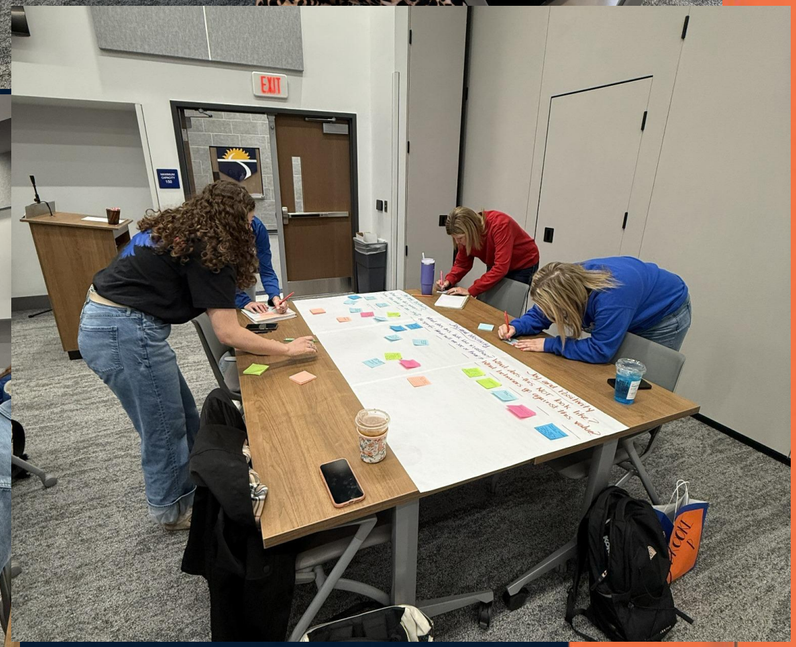
From emotion to common ground.

4. What things can we do to keep morale high?
5. How can we push each other out of our comfort zone to grow professionally?
6. What are the most important qualities you want in a leader?









Step three: Feed information into AI to generate common words.



There were six very evident common themes for our staff.

Relationships

Collaboration

Integrity & Transparency

High Expectations

Flexibility & Growth

Joy & Positivity

Step Four: Words aren’t enough! They have to be defined



Ownership is something you can see.





From emotion to common ground.

1. What is the definition of the word?
2. What does this word look or sound like?
3. What does this word NOT look or sound like?

Willow Creek Core Values In Action

Step Five:
The work has to survive the firsts.



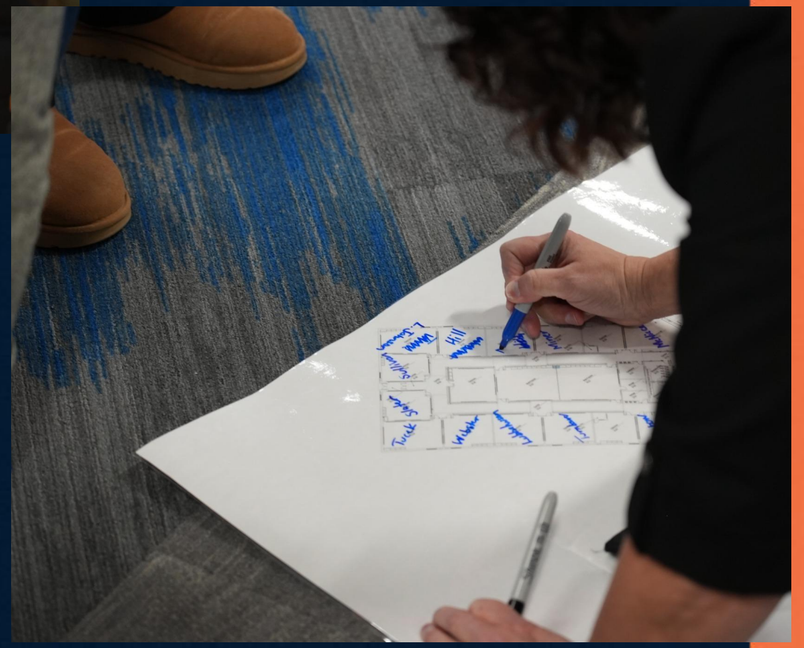
The first fire drill

The first assessment.

The first parent conference.

The first pep





Keep coming back to the values. In meetings, communication…this is how I knew something was changing.



THANK YOU.

Enjoy the rest of the conference.

Stay in touch!

Dr. Jane Bitting

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