

The Tiger Pride Playbook

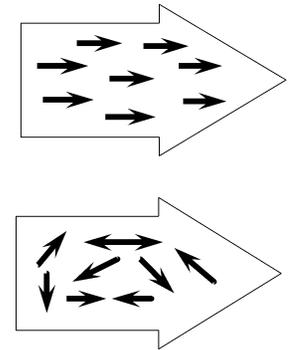
The mission of Circleville City Schools lies in “Maximizing the achievement of each student in a safe environment.” Circleville City Schools stands firm in its efforts to develop the students of tomorrow through academic innovation and advancement, community and parent engagement, and student success. Our charge as educators, and as a community, lies in our combined efforts to provide Circleville with a local platform for each child to grow on a daily basis.

Our culture is essential to those efforts and is the heart of our district. It makes Circleville City Schools a special place to learn, teach, and grow. We take pride in our past, where we stand today, and our plans for the future. Building and sustaining Circleville City Schools’ culture requires intentional effort from everyone in the organization. Our Tiger Pride Playbook 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 school district is built. Written statements help clarify the culture, but documents don’t build culture ... our attitude, actions, and words do.

Our core beliefs provide the expectations for how we behave toward each other. This includes everyone who is part of the Tiger Family. Because culture shapes behavior, it determines how effectively we execute our mission, vision, and educational strategy. Culture eats strategy for lunch. Our success depends on the ability to collaborate and execute in a constantly changing environment. Culture aligns everyone at Circleville City Schools around a common set of beliefs and behaviors that ultimately determine our success.

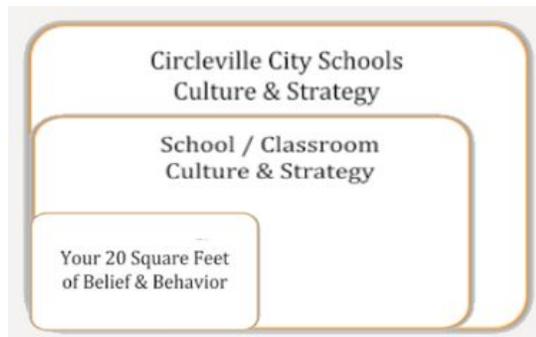


20 Square Feet™

20 Square Feet is simply a metaphor that expresses the reality that each member of the Tiger Family has a sphere of ownership. Each of us has responsibility for building our part of the culture and executing our part of the strategy. The way we behave personally – the way each of us manages our 20 Square Feet – is what determines our culture and the performance of our students and our schools.

Beliefs → Behavior → Outcome (BBO)

Take a look at the Tiger Pride Playbook. You will see that each of our beliefs drives specific behaviors that produce key outcomes. Our goal is not simply to publish and promote a list of principles. Our goal is to create a learning environment where everyone consistently engages in the behaviors that produce great experiences and great outcomes.



Tiger Pride Playbook

What we believe	How we behave	Outcomes we achieve
Make a Difference	<ul style="list-style-type: none">● Own it!● Live it!● Do what's right.	<i>Best version of you.</i>
Go All Out	<ul style="list-style-type: none">● Don't quit.● Learn from mistakes.● Make others better.	<i>Endless possibilities.</i>
Connect with Others	<ul style="list-style-type: none">● Be kind, show respect.● Invest the time to care, listen, and support.● Get involved.	<i>We are in this together.</i>

Make a Difference

1. **Own your work** - Every member of the Tiger Family takes pride and ownership in their role in the school and community. This investment of ownership brings a servant attitude that sets a positive example for our students and community. While doing our best each day we recognize that no person is perfect and we will make mistakes. When mistakes occur we will own them, we will do the work to fix them, and we will take the necessary steps to learn and ensure they will not occur again.
2. **Live it** - While other professions clock in and out of work, we know that education is different. We live our profession, as a public servant and role model, during school hours, but more importantly we live it 24 hours a day, 7 days a week, and 365 days a year out in the community. We show pride in our work and the district not just by our conversations, but by our behavior and actions.
3. **Do what's right** - Being an educator comes with high expectations. We understand trust is earned through behavior, not granted by our position, and that respect must be given before it can be received. We demonstrate integrity in countless ways, but at the core of each act are characteristics such as trustworthiness, accountability, professionalism, timeliness, and commitment. These traits are easy to demonstrate in our actions during the successes, but often times really show their true colors during the difficult times when we need to hold ourselves and peers to the highest of standards. When we are consistent in doing what is right, it ensures our ability to make a positive difference.

When everyone behaves this way our outcome is the best version of you.

Go All Out

1. **Don't quit.** Being a Tiger means being fearless and never giving up, regardless of the obstacle. Resilience in times of struggle strengthen both the individual and the pack. We are committed to doing the work each and every day, from morning until night. We are committed to ourselves and our team.
2. **Learn from mistakes.** The road to success is often marked by unintended setbacks and obstacles. We know that there will be failures along the way and we are committed to a mindset in which we take ownership of our work and focus on our response in correcting our next course of action. We will be persistent and committed to improvement. As a member of the team, we also recognize that others will make mistakes, thus we commit to supporting them and encouraging their individual growth.
3. **Make others better.** We believe individual growth is what drives organizational growth and will do our part to grow in a way that is positive for the collective good and at the same time will take every opportunity to help support others improvement. The individual uses their traits and talents to train and challenge their peers and, in turn, allows others to train and sharpen their skills. Our team is adaptive, multi-faceted, and routinely rises to the occasion when it comes to encouraging others to reach their goals.

When everyone behaves this way we create endless possibilities.

Connect with Others

1. **Be kind, show respect.** Kindness is a choice and it is a choice we make each day, in every interaction with any and all stakeholders. We value and respect the history of Circleville City Schools and those who have paved the trail before us and those who will come after us.
2. **Invest the time to care, listen and support.** Quality communication is a key to many successful organizations. Being a good listener is just as important as being a good speaker. We will show our care for one another by listening and sharing thoughts and ideas, without judgment, because we know open minds and lines of communication are good for all. We will support one another in good times and in bad. Our level of support should not waiver based on the events of the day as we are all in this together.
3. **Get involved.** Being a Tiger means getting involved. Our loyalty and pride lie in that we do not believe we have all the answers, but we do believe that we can do anything together. As stakeholders we will join teams, committees, clubs, and groups to play a role in the growth of the district and to be a part of something bigger than ourselves.

When we behave this way we show we are in this together.