

Huntington Local Schools

Green Book

Guide to Huntington Local Schools' Culture, Beliefs and Behaviors



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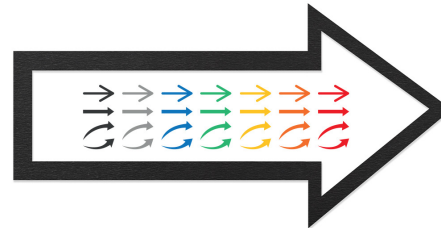
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CULTURE

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.



In a school with strong culture, everyone works together for the success of the students.

Our core beliefs provide the expectations for how we behave toward each other. Because culture shapes behavior, it determines the strength of our school and our programs. At Huntington Local Schools, our culture anchors all members to a common set of beliefs and behaviors that ultimately determines our success.



BELIEFS BEHAVIORS OUTCOMES

BBO



Beliefs, Behaviors and Outcomes 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.

TWENTY SQUARE FEET

**20 SQUARE
FEET**



20 Square Feet is simply a metaphor that expresses the reality that each person in the district has a sphere of ownership. The way we behave personally – the way each of us manages our 20 Square Feet – is what determines our culture.

SCHOOL

CLASSROOM

YOUR 20 SQUARE FEET

R-FACTOR ~ E+R=O

EVENT + RESPONSE = OUTCOME

The key to producing outcomes is not the events you encounter, but how you choose to respond. It's the R-FACTOR.

PRESS PAUSE



Before you respond, slow down and give yourself time to think. Focus on understanding the situation and what you are trying to accomplish. Get off autopilot. Be exceptionally clear about the EVENT you are experiencing and the OUTCOME you are pursuing.

GET YOUR MIND RIGHT



Pay attention to your inner RESPONSE. Get into a productive mindset by taking ownership of what you focus on and the story you tell yourself.

STEP UP



Respond above the line. Engage in the best possible RESPONSE given the OUTCOME you want and the situation you are in. When circumstances call for it, elevate your RESPONSE. RESPONSE is most important when the EVENT is most difficult.

ADJUST & ADAPT



Get good at change. Life requires you to make changes whether you are ready or not. Success goes to those who are adaptable.

MAKE A DIFFERENCE



Create great experiences for others. Your attitude and behavior are deeply personal but rarely private. What you do has a profound Impact on the people around you. Your R is an E for others.

BUILD SKILL



Be intentional about the habits you develop. Your behavior patterns have you on a path. Develop the habits and skills that will take you where you want to go.

Huntsmen Beliefs, Behaviors & Outcomes

BELIEFS

*LEAD
BY EXAMPLE
Together With Pride*

*ONE TEAM,
ONE PURPOSE
Together We Prevail*

*LEARNING
MATTERS
Together We Progress*

BEHAVIORS

- Act with purpose
- Value others
- Celebrate who we are

- Invest time to care, listen and communicate
- Appreciate differences
- Engage with each other

- Foster a sustained growth mindset
- Embrace change
- Commit to constant improvement

OUTCOMES

*Be The
Change*

*Be Stronger
Together*

*Be Better
Every Day*

LEAD BY
EXAMPLE

ACT
WITH
PURPOSE

We act with integrity, honor, and character. We strive to be better every day. We understand the importance of the work we do and take pride in the impact of our contributions. *We do what we say without fail.*

VALUE
OTHERS

We recognize the value in others. We respect our differences, show kindness, and accept new ideas. We expect our actions to define our character. We foster a safe environment for ourselves and those around us. *Everyone has value.*

TOGETHER
WITH
PRIDE

CELEBRATE
WHO WE
ARE

We define ourselves by our own standards. We are Huntsmen who share pride in our family, community, and school. We are resilient in overcoming life's challenges. We value our history yet establish new traditions. *There is pride in being Huntsmen!*

Be The Change

ONE TEAM, ONE PURPOSE

INVEST TIME

We take time to care about others and listen to them. We communicate how we feel and listen to what others say. We meet with others, giving ourselves to the process of learning about each other, learning new things, and growing together. We make sure all who are involved are heard when they speak, listen when others are speaking, and take time to care about everyone around them. *We invest in each other.*

We value diversity. Our school is a wonderful collection of people with different life experiences. We appreciate the perspectives of our colleagues and our community. Designing a diverse team will offer a greater chance for creativity and healthier solutions. When we take time to listen and suspend judgments, the outcome will be more effective and bright. Then and only then can we truly begin to turn tolerance for others and ideas into acceptance and appreciation of diversity. *We embrace our experiences.*

APPRECIATE DIFFERENCES

TOGETHER WE PREVAIL

ENGAGE WITH EACH OTHER

We work with each other and for our students. We support each other and ultimately make each other better. We think and act in ways that motivate each other to perform at the highest level. We engage as groups, classes, grade levels, buildings, and a district. We are stronger when we work together. *Success of one is success for all.*

Be Stronger Together

LEARNING MATTERS

FOSTER A SUSTAINED GROWTH MINDSET

We believe learning never stops. Huntington Local Schools expects our staff, students, and community to carry with them a mindset that learning is necessary and purposeful. By setting high expectations for ourselves, we strive to never be satisfied with where we are in life and to be continuously moving forward. *Accept challenges and value life-long learning.*

EMBRACE CHANGE

We accept change for the betterment of our students, staff, and community. We understand that struggle is necessary for positive change and growth to take place. Learning and adapting is the true measure of success. Successful people put themselves in uncomfortable situations. When we fail, we have learned. We desire to be great; therefore we must be willing to challenge ourselves and to face the possibility of failure. *Keep moving forward.*

TOGETHER WE PROGRESS

COMMIT TO CONSTANT IMPROVEMENT

We strive to never be satisfied. Each day is a chance for improvement and learning. Over time, the resiliency and focus we possess drives our progress. By holding ourselves to high standards, we strive to be better versions of ourselves every day. We recognize that improvement cannot be made without taking chances and making mistakes. Use mistakes as stepping stones for growth. *Reflect and make improvements.*

Be Better Every Day





www.Huntsmen.org



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