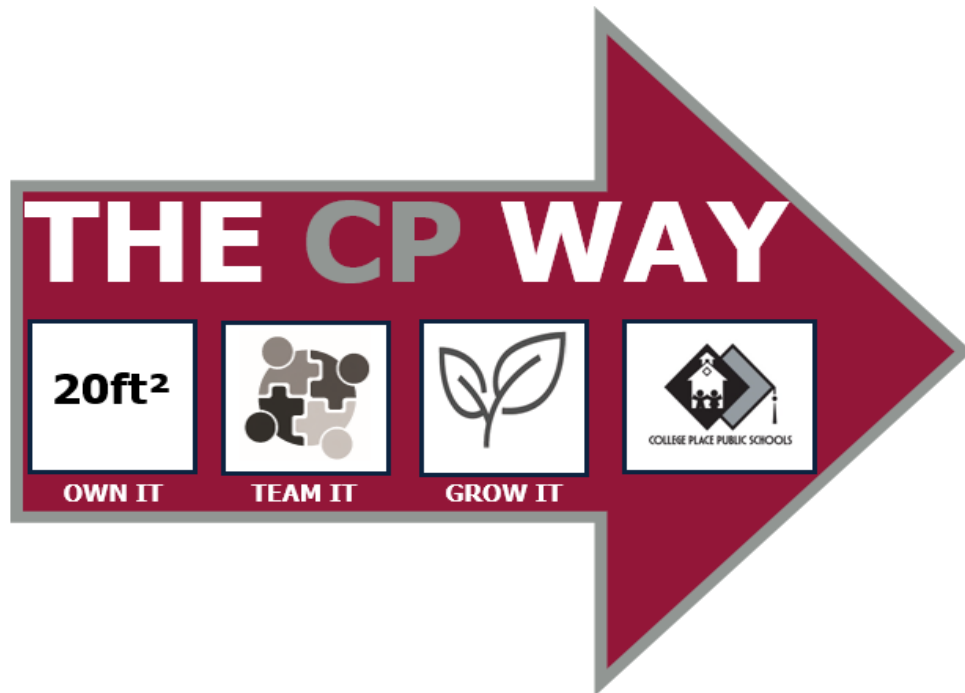


THE CP WAY



College Place Public Schools Culture Playbook



The Power of Culture in College Place Public Schools

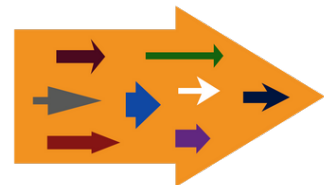
Our culture is the heart of our school system. It makes College Place Public Schools a special place to learn and work, and it gives us a unique advantage. Building and sustaining the College Place culture requires intentional effort from everyone in the district. The CP Way is part of that effort.

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 choice of behavior produces for others. It is the foundation on which our education community is built. Written statements help clarify the culture, but documents don't build culture ... our actions do!

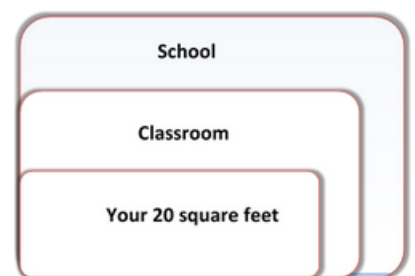


Our core beliefs provide the standards for how we behave toward each other, our students and our community. Because culture shapes behaviors we choose, it determines how effectively we execute our mission. Success depends on our ability to collaborate and educate in a constantly changing environment. Culture aligns everyone in the district around a common set of beliefs & behavior choices that ultimately determine how we prepare our students for the future.



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.



Belief → Choices → Outcomes (BCO)

The BCO is a playbook for our culture. It clarifies the specific choices for our behaviors and results we want from each of our beliefs. The choices of behaviors outlined in the BCO 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 chooses behaviors that produce exceptional outcomes.

THE CP WAY

Beliefs	Choices	Outcomes
Own It Intentionally write your own story	<ul style="list-style-type: none">• Recognize your energy• Act purposefully• Celebrate differences	Taking pride in what you inspire
Team It Intentionally collaborate	<ul style="list-style-type: none">• Listen well• Value each person's opinion and journey• Devote time to care and connect	Taking pride in collective strength
Grow It Intentionally better every day	<ul style="list-style-type: none">• Cultivate your voice• Value hard work• Seek and respond to opportunities	Taking pride in ourselves and our community

Own It

In CP, each day we have the great opportunity to impact the lives of every one of our students, their futures, and our community through our work and interactions. This requires an “Own It” mindset characterized by three key choices we make to:

Recognize your energy

On any given day each person has their own energy. Our energy both positive and negative will affect how others perceive us and interact with us and the outcomes. Owning our energy allows us to adjust daily for every situation and interaction we may encounter. We believe that by choosing to intentionally recognize that energy, we can take pride in what we inspire in others and improve our interactions with those around us.

Act purposefully

Every action, conversation, and interaction should have a purpose. We recognize that all interactions will have an outcome. Each time we interact with colleagues, students, families and the community we must consider the outcome we intend to have. If we do not own our actions we risk damaging the relationships with those around us and not have the positive impact we desire. We believe by intentionally choosing to act with purpose in all things we can take pride in what we inspire through our actions.

Celebrate differences

Each of us has differences that shape who we are. Our differences can be an opportunity to grow together or push us apart. How we choose to respond to those differences will determine the strength of our community. We choose to own our differences as strengths that improve the community we live in. We believe by intentionally choosing to celebrate differences, it allows us to take pride in what we inspire in our community.

Taking pride in what you inspire

Team It

In CP, achieving our mission requires us to “Team It” each day. We believe the power of “we” is much greater than the power of “me.” Amazing things happen when we work together putting the team first. “Team It” is characterized by three key choices we make to:

Listen Well

When we choose to listen well, we enter each conversation and interaction with an open mind. This means we are open to various perspectives while always staying true to the culture we have collectively built. When we choose to listen well, we assume positive intent. We believe in the goodness of others and that they want to help and support our students, our school, and our community. When we choose to listen well, we seek to understand and not tear down. This means we listen, reflect, paraphrase, validate, and actively lean into the conversation. We genuinely want to hear and know another person’s opinion or viewpoint.

Embrace each person’s opinion and journey

We choose to lean into the difficult conversations in order to grow as individuals and as a team. Each person is on their own journey, and our duty is to actively seek out the input of others and value different perspectives. We accept each person where they are, allow them the space to share their journey, and recognize the significance of each opinion. When we listen to each other, we value the greater conversation and are collectively stronger for each student, staff, and the surrounding community.

Devote time to care and connect

Build an infrastructure that allows people to slow down and build each other up, working together with mutual respect to find solutions based on collective insight, wisdom, and creativity. Connecting with others and building strong bonds supports both our physical and emotional health, provides us with comfort in challenging times, supports reaching our collective goals, and enriches our lives. Relationships can be open and strong leading to a more connected culture where interactions and collaboration become deeper and more meaningful. Choosing empathy can lead to forgiveness and feelings of understanding, compassion, and togetherness. We must realize it is impossible to control anyone other than ourselves.

Taking pride in collective strength

Grow It

In CP, we celebrate the growth of our students, our staff, and our community and believe it is at the heart of our work each day. Our passion for our “Grow It” attitude is grounded in three key choices we make to:

Cultivate your voice

We believe everyone has a story and a voice to share that story with each other and the world. To cultivate one's voice is to provide an opportunity to think for yourself, believe in yourself, and utilize your strengths to engage in confident risk taking and learning. Everyone has worth and we aim to ensure that people can advocate for themselves and believe in their abilities.

Value hard work

We believe there is value in hard work. Striving to do and be your best is an active and intentional process that strengthens perseverance, resilience, and grit. It is important we understand balance and the impact on ourselves and others our choices about work ethic can have; we value putting forth the effort in pursuit of success and excellence.

Seek and respond to opportunities

We believe everyone should seek and respond to opportunities that present themselves in order to foster individual and collective growth. Growth comes from moments where one is stretched but not strained; active listening, active searching, and active engagement all fuel a person's growth. Being creative when opportunities are present, partnering with others and the community, being open-minded, and choosing to be an involved party are the ways we encourage growth for all involved.

Taking pride in ourselves and our community

THE CP WAY

20ft²

OWN IT



TEAM IT



GROW IT



COLLEGE PLACE PUBLIC SCHOOLS

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