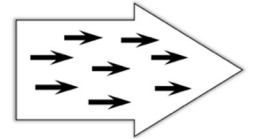


# The Power of Culture at Thomson Middle School

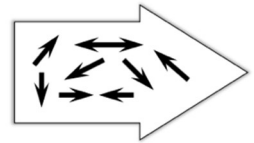
Our culture is the heart of our school. It makes Thomson Middle School (TMS) a special place to learn and work, and provides us a unique advantage. Building and sustaining the TMS culture requires intentional effort from everyone in the building. The Beliefs → Behavior → Outcome (BBO) model is *part* 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. Our educational community is built on its foundation. Written statements help clarify the culture, but documents do not build culture ... our actions do.



Our core values provide the standards for how we behave toward each other, our students, and our community. Our culture shapes behavior; therefore, it determines how effectively we execute our strategy. Culture beats strategy at every level. Our success depends on the ability to collaborate and execute in a constantly changing environment. Culture aligns everyone in the school around a common set of beliefs and behaviors that ultimately determine how we prepare our students for success now and in high school.

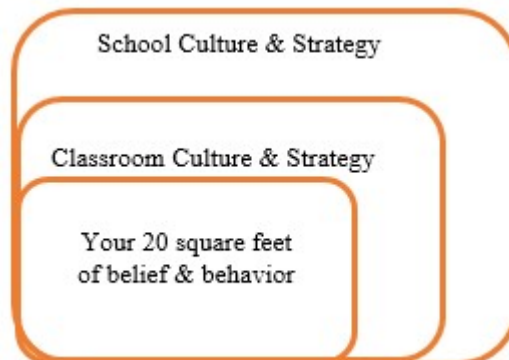


## 20 Square Feet™

20 Square Feet is simply a metaphor which expresses each person in the school has an area of influence. This phrase expresses the reality that the way we behave personally – the way each of us manages our 20 Square Feet – is what determines our culture.

## Beliefs → Behavior → Outcome (BBO)

The BBO is a blueprint for our culture. It clearly defines 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 school. Our goal is to create an educational environment where everyone consistently engages in behaviors that produce exceptional outcomes.



# Thomson Middle School



## Beliefs – Behaviors – Outcomes

<p style="text-align: center;"><b><i>The Tiger Way</i></b></p> <p style="text-align: center;">This document defines the standards for how we interact with each other, our students, and our community.</p>		
<b>Beliefs</b>	<b>Behaviors</b>	<b>Outcome</b>
<p><b><i>Powerful Relationships (TMS PR)</i></b> Teamwork and relationships make everything work</p>	<ol style="list-style-type: none"> <li>1. Invest the time to listen and care</li> <li>2. Recognize and understand differences</li> <li>3. Communicate with purpose</li> </ol>	<p>A great place to learn and work!</p>
<p><b><i>Attitude and Effort</i></b> Be positive and give your best effort</p>	<ol style="list-style-type: none"> <li>1. Be a positive influence</li> <li>2. Focus on solutions</li> <li>3. Do what is necessary</li> </ol>	<p>Become the best version of ourselves!</p>
<p><b><i>Greatness is a Process</i></b> Take steps to grow; growth is what matters</p>	<ol style="list-style-type: none"> <li>1. Be coachable</li> <li>2. Recognize and celebrate excellence</li> <li>3. Embrace change</li> </ol>	<p>A growth mindset prepared for tomorrow!</p>

## ***Powerful Relationships (TMS PR)***

Teamwork and relationships make everything work

Achieving our mission requires teamwork and strong relationships in a collaborative environment. Collaboration requires a mindset of “we, not me.” Great things will happen when we work together and value relationships.

Here are three key behaviors that will cultivate understanding and produce a welcoming school environment:

### **1. Invest the time to listen and care**

Listening is one of the most important things we do. It is how we connect with our students and with each other. When *we listen*, we pay attention and give effort. When *we care*, we create valuable connections and build enduring bonds. When we communicate, we share ideas and perspectives and make better decisions. We understand this takes time; therefore, we invest the time.

### **2. Recognize and understand differences**

Diversity is important to us. Our school is a wonderful collection of people with different backgrounds, experiences, and outlooks. We value the perspectives of our colleagues, our community, and our students. We actively seek to utilize those perspectives to solve problems, achieve goals, and navigate the future.

### **3. Communicate with purpose**

Effective and productive teamwork is centered around communication that has value and purpose. Communication must be free from blaming, complaining, or defending. It should be encouraging and considerate of other viewpoints, opinions, and interests. Communication is a skill of listening. We will seek opportunities to grow in this skill daily by engaging in honest, kind, and clear communication.

The outcome these behaviors accomplish is an improved understanding of each other and a great place to learn and work.

## ***Attitude and Effort***

Be positive and give your best effort

Events happen around us beyond our control, we are always in control of our attitude, effort, and response. Effort does not need to be perfect or unbroken; it needs to be constant and unrelenting. Our attitude is contagious. Finding positive means to approach life and accept challenges will create improved opportunities.

Here are three key behaviors that will help us develop into the best versions of ourselves:

### **1. Be a positive influence**

We own our attitude while maintaining positivity even in the face of adversity. We are open-minded and not easily deterred. We have the ability to regroup, rework, refocus, and continue to pursue our goals. We model positive attitudes for our students while encouraging our colleagues. We have the ability to choose a positive attitude even when it is difficult. We display a positive disposition while remaining steadfast before, during, and after change.

### **2. Focus on solutions**

Every day is not easy, obstacles and challenges appear, as change is inevitable. Growth requires struggle. If we want to improve, we must identify methods to address complications. This is true for our students and it is true for us; therefore, we emphasize what is necessary for continuous improvement and growth. We identify areas for improvement and make a plan to improve. We adjust our plans and actions, adopt new behaviors, and learn new methods. We approach every interaction with the desired outcome in mind. We are proactive.

### **3. Do what is necessary**

We accept that desired outcomes are not given; they are earned. We will put in the required effort, time, and work to obtain those outcomes. Our *work ethic* will be greater than our *want ethic*.

The outcome these behaviors achieve is a step closer to becoming the best version of ourselves.

## ***Greatness is a Process***

Take steps to grow; growth is what matters

The heart of our culture is a passion for growth; the growth of our students and the growth of our staff. We relentlessly pursue excellence every day.

Our passion for growth is grounded in three behaviors:

### **1. Be coachable**

Sometimes others see things we cannot. They often have beneficial insight. We are receptive to ideas and feedback. We never assume. No matter how much we think we know, we always work hard to improve our understanding of the situation. We want our students to be coachable but for that to happen, we must be coachable.

### **2. Recognize and celebrate excellence**

Excellence comes in many forms, from small steps to big wins. We look for ways to identify excellence in each other and in our students. We identify behavioral, social, emotional, and intellectual excellence and celebrate milestones. We acknowledge kindness and improvement to encourage growth.

### **3. Embrace Change**

Change is an essential constant needed for growth. Our response is the element of growth we can control as individuals. We recognize change is not always easy and often requires us to develop new skills and flexibility, particularly when it may be uncomfortable. We are choosing to welcome change as part of the growth process and to build the skills required to succeed. By accepting the need for change, the process becomes more efficient and produces greater results.

The outcome we achieve by operating this way is that our students and staff are equipped with a growth mindset and skills preparing everyone for the future.