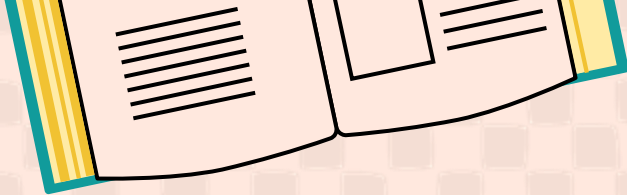




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**Alabama School Boards Association Fall
Conference**
**“How a high performing Culture & Climate
can translate into improved Student
Achievement”**
October 7, 2024



***“How a High Performing Culture
and Climate can translate into
improved student achievement”***



MEET YOUR Presenter

Dr. Raymond Bryant, Jr.



- 29 years as Professional Educator
- Former Georgia Superintendent/ CEO
- Educational Consultant
- Adjunct Instructor



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Breakout Session Takeaways:

Understand the components of a high-performing school/district culture and climate

Understand the why, importance, and impact of a high performing culture & climate on your organization



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Breakout Session Takeaways:

Understand why a high-performing culture & climate is viable to the saliency & vitality of an organization

Understand how a high performing culture & climate can translate into improved student achievement



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Quote:

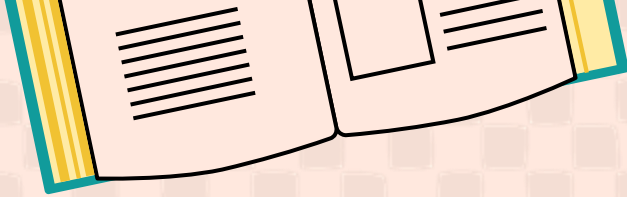
“Don’t let the only commonly shared place in your organization be the faculty/staff parking lot.” Author Unknown



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Business Sector:

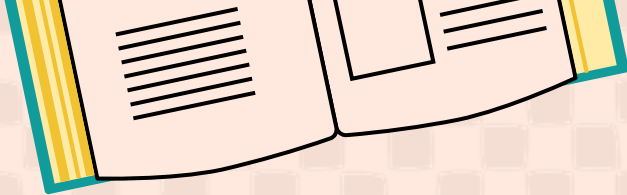
Wendy's
Burger King
McDonald's
Popeyes
Chick-Fil-A
Walt Disney World



**Which business has the best
culture & climate and why?**

Turn & Talk



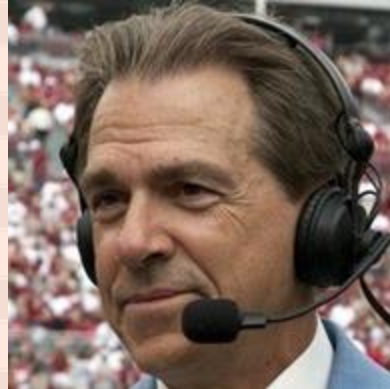


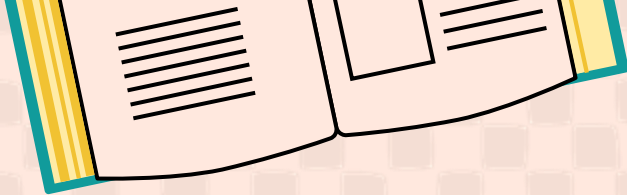
Head Football Coaches

Nick Saban

Bobby Bowden

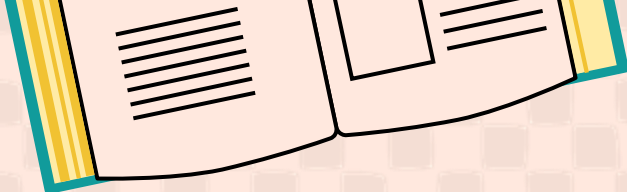
Deion Sanders





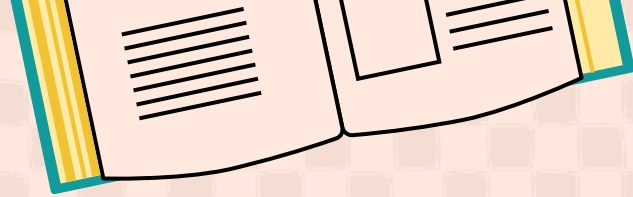
1. Intentional and purposeful in developing a dynamic climate & culture
2. Not by osmosis or left to chance
3. Or because “I said so”





[Nick Saban Coaching Character \(youtube.com\)](https://www.youtube.com/)

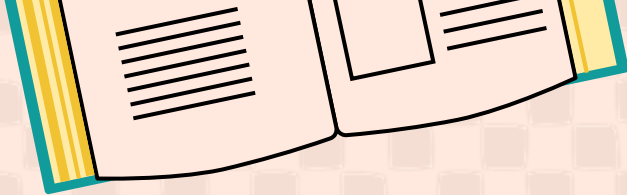




Practical Example in Schools and School Districts

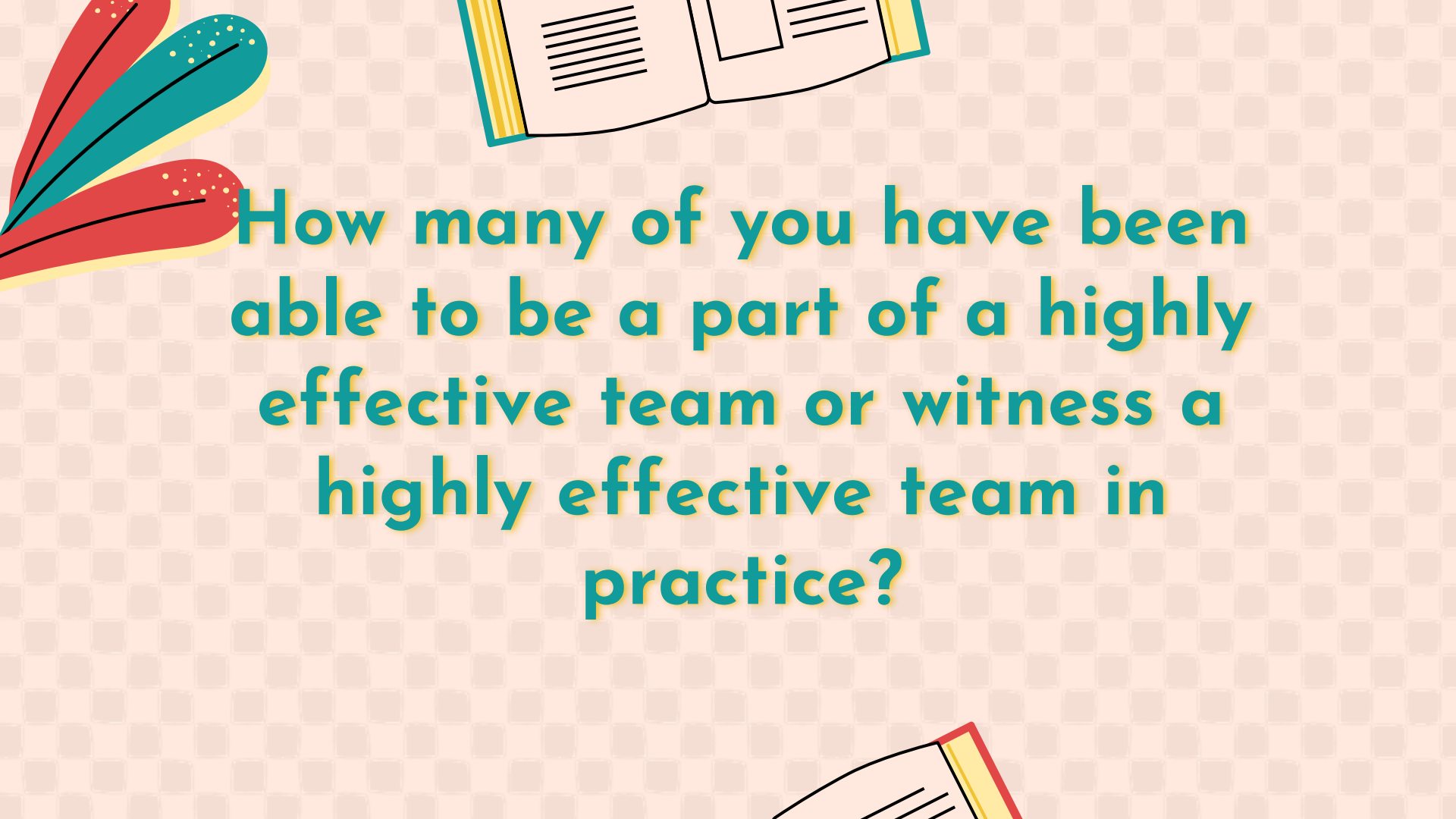
“Guest vs Visitor”





Team vs Group





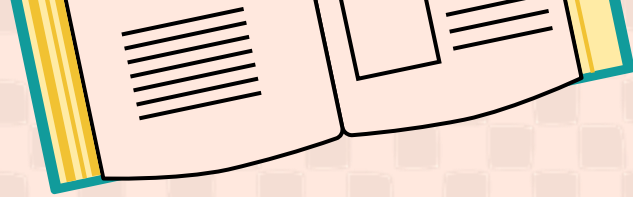
How many of you have been able to be a part of a highly effective team or witness a highly effective team in practice?



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- **Common shared vision**
- **Interdependent**
- **Hold each other mutually accountable**

Dufour (PLC)



- 1. Absence of trust**
- 2. Fear of Conflict**
- 3. Lack of Communication**
- 4. Avoidance of Accountability**
- 5. Inattention to Results**

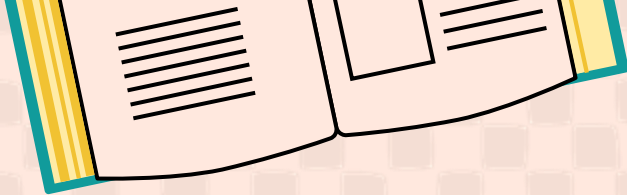
Lencioni(5 Dysfunctions of a Team)



The Five Dysfunctions of Team

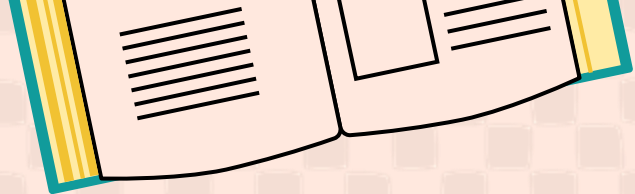

by Patrick Lencioni






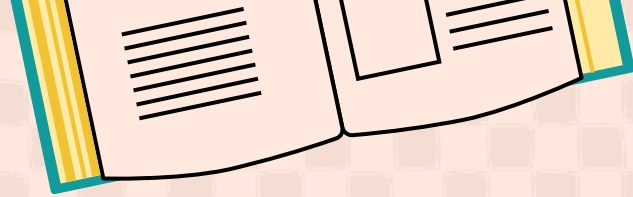
Similarities and Differences Between two experts





**There is a direct correlation
between developing effective
and efficient teams with the
creation of a high-performing
culture and climate**

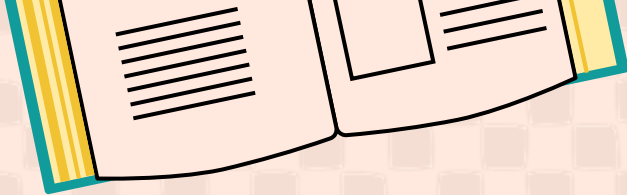




**“Leaders create culture.
Culture drives behavior.
Behavior produces results.”**

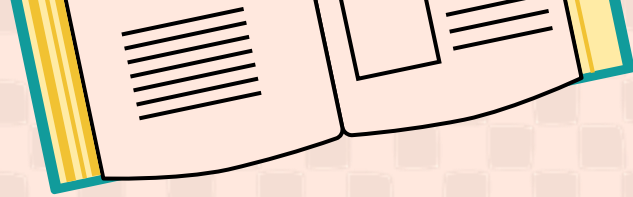
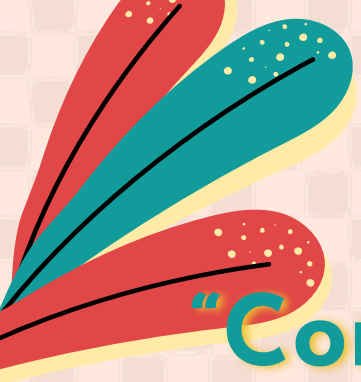
Urban Meyer





**“Your values and beliefs drive
your actions.”
Raymond Bryant, Jr.**

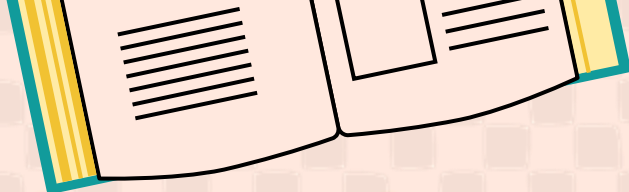




“Corporate Culture matters. How management chooses to treat its people impacts everything- for better or for worse.”

Simon Synek

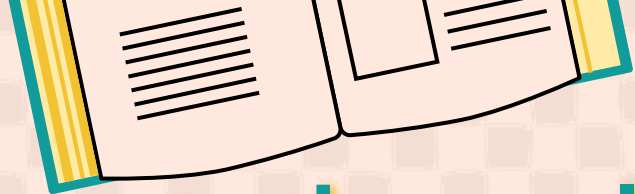





Disney Institute

**“You don’t build it for yourself.
You know what the people
want and you build it for
them.”**

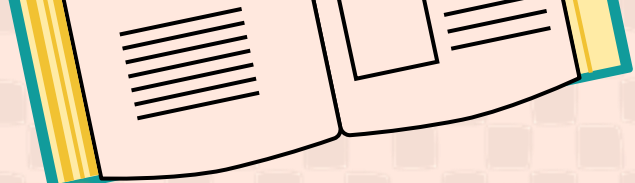





“Culture is the soul of an organization” And, every company has a culture, whether leaders mold it or not.” “It’s My Pleasure- The Impact of Extraordinary Talent & Compelling Culture”

Dee Ann Turner

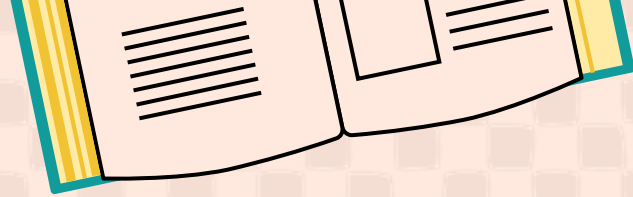




“It’s My Pleasure”, “explains that creating an intentional, compelling culture begins with understanding the company’s purpose.”

“Why does the company exist?”
“What motivates it?”





Understanding your Why?

**As a school board member, has
your governance team ever
asked WHY the school district
exists?**

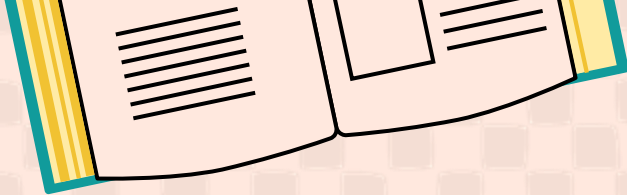




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BBB's Definition of Culture

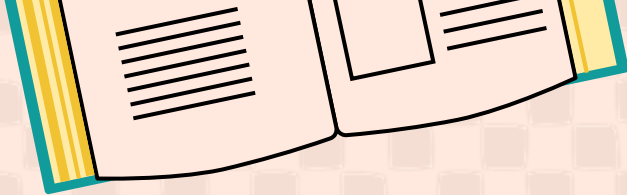
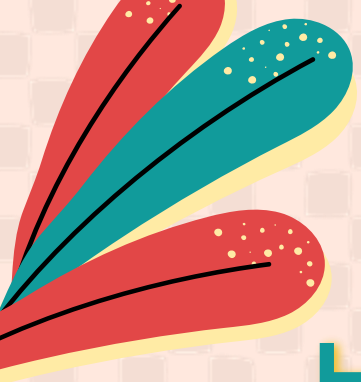
The values, beliefs, norms, rituals commonly shared, espoused, and practiced by a school or school district that *create an environment that explicitly impacts the organization's daily operations and student outcomes.*



Turn & Talk

Does your school district currently have values, beliefs, norms, and/or rituals that are commonly shared, espoused, and practiced?





**How will this best practice
lead to improved student
achievement in your district?**

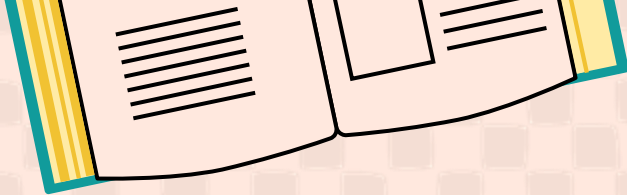




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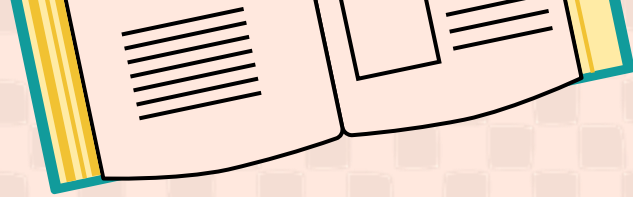
BBB's Definition of Climate

A reflection of how individuals within the school community perceive their experience, encompassing interpersonal relationships, the practices of teachers and staff, and organizational structures.



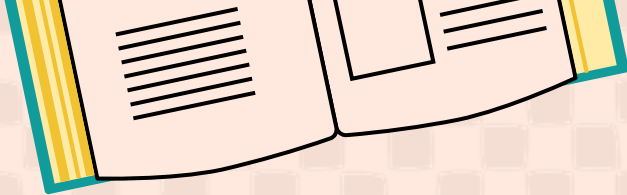
Turn & Talk





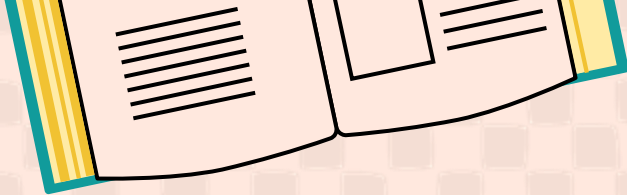
“Does your district have a defined way to capture and respond to stakeholder perceived experiences, interpersonal relationships, practices of teachers & staff, and organizational structures?”





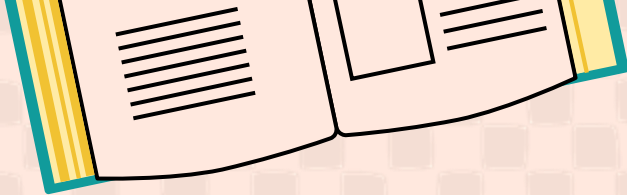
**How will this best practice lead
to improved student
achievement in your district?**





What are the components and attributes of a high performing Culture and Climate?

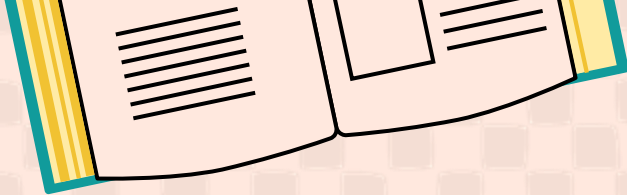




BBB Culture Rubric

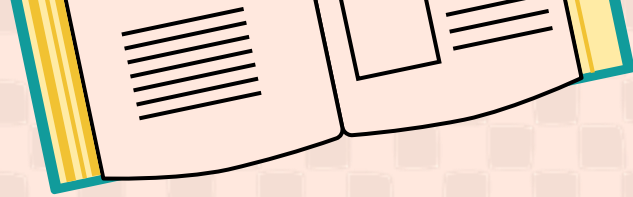
Seven Components





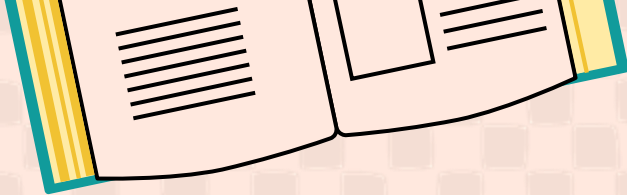
- 1. Values and Beliefs**
- 2. Collaboration and teamwork**
- 3. Shared Leadership**





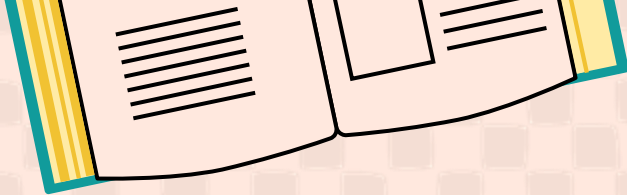
4. Continuous Professional Learning Opportunities
5. Data Driven Decision Making
6. Family & Community Relationships





7. Student Joy and Engagement

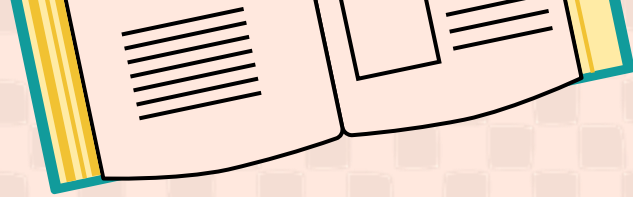




BBB Climate Rubric

Seven Components





- 1. School/School District Climate Team**
- 2. Data Collection & Analysis**
- 3. School Vision**
- 4. Communication Plan**

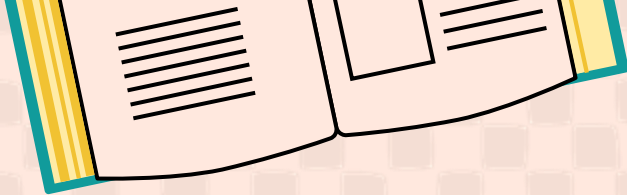




5. School climate improvement is part of routine policies & ongoing practices

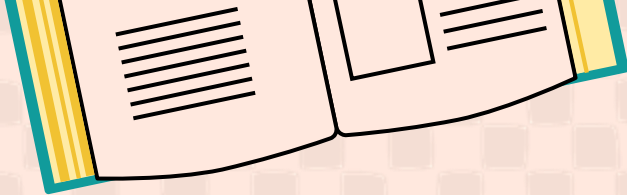
6. Established academic and behavioral standards





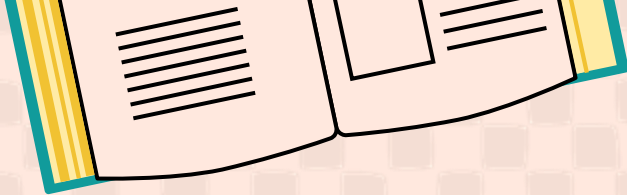
7. A comprehensive school climate plan that ensures equitable access to support





Recap of Culture & Climate

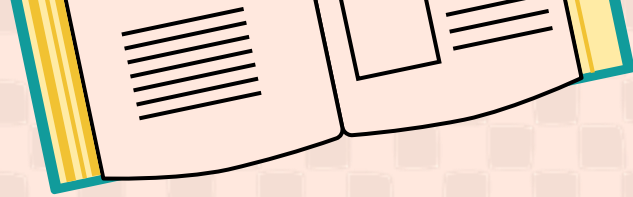




Defines:

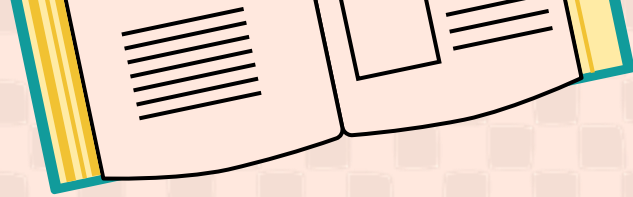
- **“How good is good enough”**





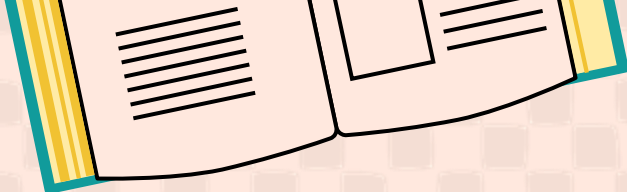
- Provides a roadmap for an “infant” culture & climate, a “maturing” culture & climate, or a “high-performing” culture & climate





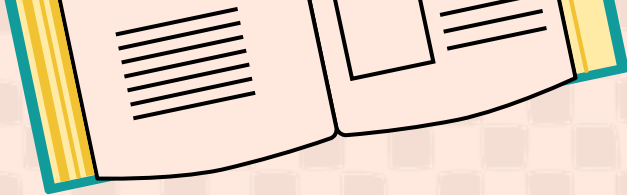
- **Identifies current level of practice in a school/district culture & climate**
- **Define best practices in a high performing culture & climate**





[Know Your Why | Michael Jr. \(youtube.com\)](#)





**Understanding your “WHY”
enhances and advances your
Culture & Climate!!**





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Session Takeaways:

Understand the components of a high-performing school/district culture and climate

Understand the why, importance, and impact of a high performing culture & climate on your organization



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Session Takeaways:

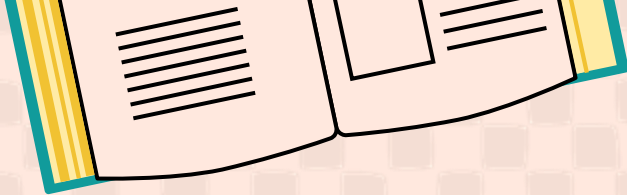
Understand why a high-performing culture & climate is viable to the saliency & vitality of an organization

Understand how a high performing culture & climate can translate into improved student achievement



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Summary:
**Creating a high-performing culture and
climate will lead to increased student
achievement**



Next steps:
Contact BBB Educational
Enterprises, Inc. to discuss how to
engage your organization in this
vital work



BBB

Survey Slide