

District Culture Systems Team Meeting

September 12, 2023

Agenda

SEE Core Paradigms	Paradigm of Leadership		Paradigm of Potential		Paradigm of Change		Paradigm of Motivation		Paradigm of Education	
	NOT THIS	BUT THIS	NOT THIS	BUT THIS	NOT THIS	BUT THIS	NOT THIS	BUT THIS	NOT THIS	BUT THIS
	Leadership is for the few.	Everyone can be a leader.	A few people are gifted.	Everyone has genius.	To improve schools the system needs to change first.	Change starts with me.	Direct and control student learning.	Empower students to lead their own learning.	Educators focus solely on academic achievement.	Educators and families partner to develop the whole person.

Agenda

Members Present:

1. End in Mind

- Collaborate with district leaders on the **Culture Systems Team** to guide consistent work in buildings.
- Inform district priorities based on progress and challenges related to culture systems in buildings.
- Maintain focus on wildly important culture system goals.
- Monitor progress toward the district's aligned culture system goals.
- Inform district priorities based on patterns of progress and challenges in buildings.

2. Introductions - [Roster for 2023-2024](#)

3. What do we do?

- Purpose of Systems (Academic, Culture, Leadership)
- Purpose of the District Level Group

4. How can I contribute?

- Value of your Role

5. How will we best work together?

- Establish Norms

6. What are we working toward?

- Explanation of 4DX
- Explanation of Culture System Goals for 23-24 SY
 - i. Building Culture WIGs & Scoreboards

Culture

Create a Leadership Environment

- Physical Environment
- Social-Emotional Environment
- Leadership Events

Share Leadership


- Lighthouse & Action Teams
- Leadership Roles
- Student Voice

A high-trust school culture where every person's voice is heard and their potential is affirmed.

1. [Franklin](#)
2. [RES](#)
3. WES

Culture WIG

WES will increase the percentage of favorable responses on the MRA assessment in the area of School Climate and Trusted Relationships from 72% (Satisfactory, Spring 2023) to 85% favorable responses (Effective) on our spring (2024) benchmark assessment.



4. MMS
 - a. Culture WIG:

Culture: From 74 in Collective Efficacy on the Spring 23 MRA to 80 on the Spring 24 MRA

5. MHS

Culture and Leadership Systems Goal: Mattoon High School will go from a 66 in Supportive Student Environment to 76 by May on the MRA

Lead Measure	Monitoring Process Lead	Monitoring Process Lag
1. Students and staff will complete 1 act of kindness a day	Weekly reflection	MRA score
2. Every student will be featured on the hallway screens at least once.	Digital media pathway in the chrome depot will monitor	MRA score

6. LIFT - [LIFT](#)

LIFT Culture WIG 2023/24

LIFT will go from 76 to 80 on the MRA Supportive Student Environment by May 24'

Leaded Measure	During weekly one on one's with students, facilitators will ask 3 questions related to school belonging.
Scoreboard LEAD	Facilitators: Students answer the three school belonging questions during their weekly 1 on 1s. Once a month student responses are recorded via a student survey and we look for an increase in the % of favorable responses on each question. Student response data will be monitored by our student culture team to determine action steps to meet our WIG.
Scoreboard LAG	Student Survey completed on the 4th Wednesday of each month - facilitators do this during their one on one check ins.

7. **What data will we use?**

- Explanation of monthly data meetings
- [Culture System Data](#)

8. **What resources exist to support our work?**

- **Behaviors of Trust**
 - [Self-Assessment](#)
 - [Cards for Practice](#)
- [MRA Data](#)
- [See-Do-Get](#)
- [See-Do-Get Coaching Form](#)
- [Behaviors of Trust-another module](#)
- [7 Habits - Highly Effective Paradigms, Principles, & Practices](#)
- [Leader in Me Framework](#)
- Lighthouse Rubrics.
 - i. [PK-8](#)
 - ii. [High School](#)
- [4 Shifts Protocol](#)
- [School Leaders Indicators](#) - Guidance for Leadership Behaviors
- [Expectations for Initiative Implementation](#)
- [Vision 2025](#)

9. Previous Meetings: [October 28, 2021](#), [December 2, 2021](#), [January 27, 2022](#), [February 24, 2022](#), [March 24, 2022](#), [April 28, 2022](#), [September 15, 2022](#), [October 27, 2022](#), [December 1, 2022](#), [February 23, 2023](#), [March 30, 2023](#), [April 2023](#)

10. **Next Meeting:** October 10, 2023

- [2023-2024 Meeting Schedule](#)