



2022 - 2023

CULTURAL PLAYBOOK

WELCOME

WELCOME TO THE CANTON CITY SCHOOL DISTRICT

Every person in the CCSD family plays an important role in the education of our students. We want you to know you are a valued member of the team and that your work can and will make a difference in the lives of both students and colleagues. Building and sustaining a great culture requires intentional effort from everyone.

Our Cultural Playbook is your guide to our beliefs, goals, and expectations, but it is your actions and heart that will drive our culture of building Bulldog Pride.

MISSION/VISION/VALUES

VISION

All Bulldogs will acquire a worldview of life's possibilities and the confidence to pursue their dreams using the knowledge and skills learned in the Canton City School District.

MISSION

The Canton City School District will inspire confident, creative, and open-minded learners.

CORE VALUES

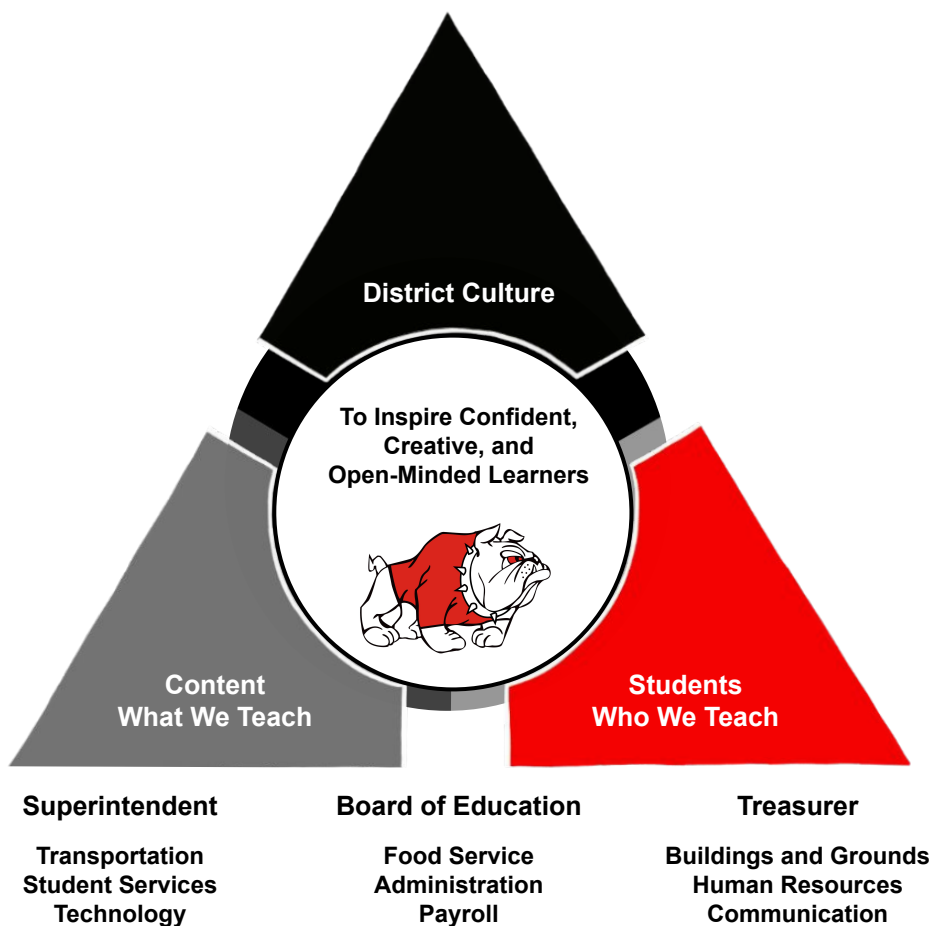
In the Canton City School District, we are committed to three core values:

- **Excellence** - In all that we do, Bulldogs pursue excellence
- **Leadership** - Leadership is developed and expected at all levels
- **Community** - Building community is our top priority



DISTRICT STRATEGY: THE CORE

At the core of our culture is our mission to inspire confident, creative, and open-minded learners. It is supported by our culture, the students we teach, and the curriculum that is used to teach those students. Our teachers and students are supported by a strong foundation made up of the various departments and leaders who help guide us in the right direction.



CULTURE IN CANTON CITY SCHOOLS

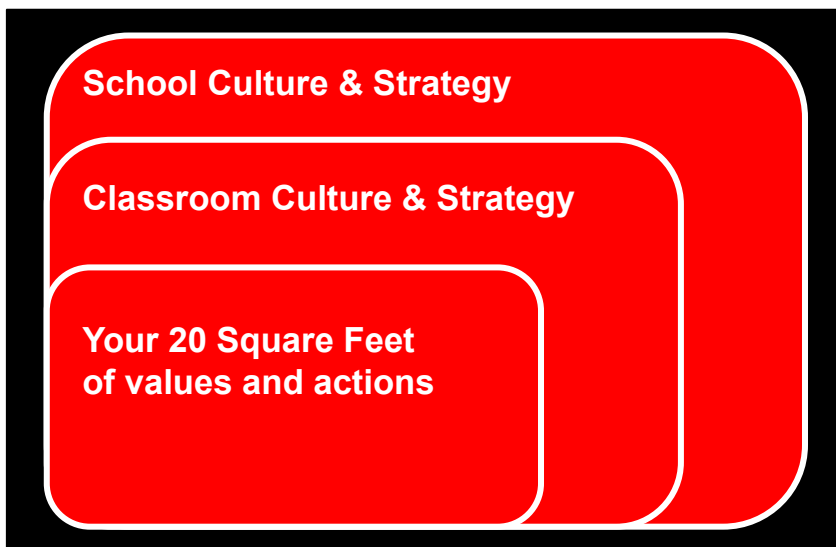
Our culture is the heart of everything we do. It makes our school district a special place to learn and work, and it gives us a unique advantage. Building and sustaining our Bulldog Pride Culture requires intentional effort from everyone in the district. The D.O.G. chart is part of that effort.

What is culture and why is it important?

Culture is what we believe how we behave, and the experience our behavior produces for others. It is the foundation on which our educational community is built. Written statements help clarify culture, but documents don't build culture...Our actions do. Every day, our actions contribute to our culture, for better or for worse. Our core values provide the standards for how we behave within our own 20 Square Feet. Our culture helps align everyone in the district around a common set of values and actions that ultimately determine how we provide the educational experience for our students, staff and community.

20 Square Feet™

20 Square Feet is a metaphor to explain an individual's specific sphere of influence and control. Inside that 20 Square Feet are our own personal beliefs and behaviors. The way each of us behaves within our 20 Square Feet and the impact we have on each other is what makes up the CCSD Culture.



CANTON CITY SCHOOL DISTRICT

D. O. G. Chart

D istrict Values	O ur Actions	G reatness
<p>EXCELLENCE In all that we do, we pursue excellence.</p>	<p>Bulldogs work hard. Bulldogs work together. Bulldogs own our work.</p>	<p><i>All Bulldogs</i> will have the confidence and skills to pursue their dreams.</p>
<p>LEADERSHIP Leadership is developed and expected at all levels.</p>	<p>Bulldogs empower ALL. Bulldogs speak our truth. Bulldogs listen to understand.</p>	<p><i>All Bulldogs</i> will depend on and inspire each other.</p>
<p>COMMUNITY Building community is our top priority.</p>	<p>Bulldogs earn trust. Bulldogs take care of each other. Bulldogs embrace all differences.</p>	<p><i>All Bulldogs</i> are safe, supported and valued.</p>



The Actions that Define Excellence

In all that we do, Bulldogs pursue Excellence.

At the heart of our culture is our desire for all Bulldogs to reach their full potential as students and staff. We are committed to creating environments that support growth and embrace change.

Bulldogs Work Hard

It is our responsibility to create engaging environments for all students to learn, and that means we think about and plan our interactions daily. Every situation/student is different; therefore, we must ensure that we are always acting with purpose, and remain committed to building our skills.

Bulldogs Work Together

Achieving our mission requires the Power of the Team. It requires a mindset of we, not me. Great things happen when we work together and put the team first.

Bulldogs Own Our Work

Our culture of excellence requires all of us to be courageous risk takers. Courageous risk takers see all events as an opportunity to learn and own their success and failures. Owing our work mean we don't Blame, Complain or Defend; instead, we Evaluate, Adjust and Retry. We must strive to learn from each setback with the intent of not making the same mistake twice. Our behavior will determine the behavior of our students.

All Bulldogs acquire the confidence and skills to pursue their dreams.



The Actions that Define Leadership

Leadership is developed and expected at all levels.

As Bulldogs, we strive daily to make a positive impact on our students and our teammates. To do this, we must earn the trust of those around us by living our values, empowering others and taking ownership of the things we do.

Bulldogs Empower All

As leaders we understand the value of team and the role teamwork will play in our success. We must work to create environments to support and build leadership capacity in all students and staff. Doing this will increase everyone's belief in themselves and their commitment to our organization while moving us closer to achieving our mission.

Bulldogs Speak Our Truth

We talk straight. We are open and candid with each other, even when it is difficult. We talk to people, not about people.

Bulldogs Listen to Understand

Listening is one of the most important things we do. It is how we connect with our students and with each other. Listening takes time, but when it is done right, we improve communication, increase the sharing of ideas, support different perspectives and make better decisions.

All Bulldogs depend on and inspire each other.



The Actions that Build Community

Building Community is our top priority.

Achieving our mission will only occur with the commitment of our full community. To earn this commitment, we must celebrate differences, treat all with dignity and respect, listen for understanding and provide support to all in need.

Bulldogs Earn Trust

We will earn trust by following through on our commitments to our teammates, students and community. If we say we will do something, we do it. We understand that trust is earned through behavior, not granted by position.

Bulldogs Take Care of One Another

Bulldogs support each other and invest in the development of colleagues and students. We think and act in ways that motivate each other to perform at the next level. We are all responsible for creating a positive, safe, engaging and equitable learning and working environment that inspires excellence. When we help each other, we perform better.

Bulldogs Embrace All Differences

Our district is made up of a collection of people from different backgrounds and experiences. To reach our goals, we must value the perspectives of our colleagues and community, and we must remain dedicated to seeking and utilizing those perspectives to solve problems, achieve goals and navigate the future.

All Bulldogs are Safe, Supported and Valued.

Credits: Canton City Schools DLT; Hilliard City Schools, Alliance City Schools; Focus 3

