

PRINCIPLES OF ORGANIZATIONAL EXCELLENCE FOCUS: PRINCIPLE #3: BUILD A CULTURE AROUND SERVICE

There are nine principles for organizational excellence that serve as a foundation for the work that we all do to make TASD the best district it can be. Each month we will highlight one principle and relate it to the work that we are doing through our Continuous School Improvement tools and strategies.

Focus Principle: Principle #3: Build a Culture Around Service.

At our last in-service, we had the opportunity to talk about how we can “live out” or more fully integrate our purpose statements into our classroom life. That is the heart of principle #3. This principle focuses on living out our values, as expressed in our purpose statements. It is moving our statements off of the walls and into the way we teach, as well as how we interact with students,

colleagues, parents, and the community.

Building a culture around service may seem more aligned to for-profit business than public education, where we do not tend to view students and their families as “customers”. However, this principle is truly about how we care for

those with whom we work and interact. As a district, we are committed to caring for our students, families, and community and the way we demonstrate that commitment is through the way we serve students, families, and the community.

Action is the key element for this principle and it is

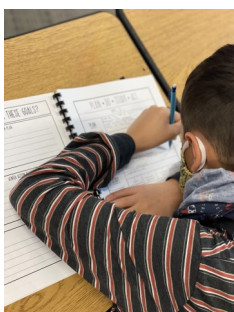
the PDSA cycle that drives the action. Building a culture around service is seen in the numerous strategies we implement in our “Do” phase to improve our practice. As we then take time to study whether or not these actions had their intended effect and refine our strategies in the “Act” phase, we are active participants in building our culture of service.

With all this in view, we begin to see how each principle builds on the next. We build our culture of service (Principle #3) by identifying and measuring the most important elements of what we do for our students and families (Principle #2) based on our commitment to our Standards of Excellence (Principle #1). Taken together, these principles drive our improvement efforts and push our district towards organizational excellence.

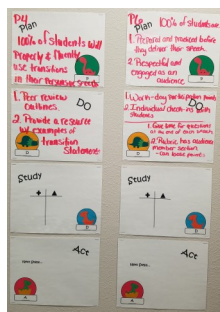


CSI IN ACTION—USING PDSA PROCESSES IN THE CLASSROOM

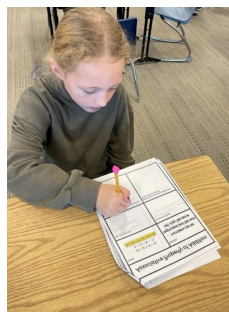
In these videos, hear how students are experiencing an impact on their learning through the use of PDSA cycles.



Student in Ms. Duncan's 5th grade classroom tracking their progress



PDSA cycles in Mrs. Axtmann's HS ELA Classroom



Student in Mrs. Thorntenson's 3rd grade classroom tracking their progress

In these videos, see how teachers are using and students are experiencing PDSA processes in their classrooms:

[Mrs. Gullickson—MS ELA](#)

[Ms. Steever—Venture](#)

[Student Reflection—Foxhoven](#)

[Student Reflection—DeJong](#)

[Student Reflection—Gors](#)