



# NORTH FOND DU LAC SCHOOL DISTRICT

## NFDL School Board Vacancy Application

Please turn in completed application and answers to questions to the District Office at 1115 Thurke Ave. NFDL, WI 54937 by Wednesday 5/1 4PM. A special board meeting to conduct interviews will occur on May 6th at 5:30PM. Candidates that are qualified will be required to attend.

*Filling out an application DOES NOT automatically qualify you for an interview with the Board of Education to fill this position.*

Name: \_\_\_\_\_

Complete Home Residence Address:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Phone Number: \_\_\_\_\_

Email Address: \_\_\_\_\_

Have you ever served on the NFDL Board of Education?

\_\_\_\_\_ YES \_\_\_\_\_ NO If YES, when: \_\_\_\_\_

### **Qualifications** *(If you answer yes to both questions, you are eligible to be a BOE member)*

I am over the age of 18 and an eligible voter \_\_\_\_\_ YES \_\_\_\_\_ NO

I live in the NFDL School District Boundaries \_\_\_\_\_ YES \_\_\_\_\_ NO

### **Application Questions** *(Please answer the following questions)*

- Why do you want to be appointed to the school board and what are the contributions you think you can make to the leadership of the District?
- Do you have any professional experience that you believe will make you an effective school board member?
- What do you believe our District does effectively?
- What do you believe our District could improve upon?
- Please identify specific examples of situations where you have demonstrated a working style, communications skill set, leadership skills, or decision making skills that show you would be an effective school board member.



# ORIOLE CULTURAL PLAYBOOK

- Please review the District Cultural Playbook. Briefly describe how you align to the Playbook.

<b>WHAT WE BELIEVE</b> <i>PERSONAL RESPONSIBILITIES</i>	<b>HOW WE BEHAVE:</b> <i>STRATEGY</i>	<b>EXPERIENCES WE ACHIEVE:</b> <i>RESULTS</i>
<b>STAND UP &amp; OWN IT</b>	<b>Serve with Intention</b>  <b>Own Your Work</b>  <b>Do the Next Right Thing</b>	<ul style="list-style-type: none"> <li>• <i>Intentional contributor is:</i> reflective, accountable, honest, serves with integrity</li> <li>• <i>Intentional contributor says:</i> I trust you, I believe in you, I accept responsibility for....</li> </ul>
<b>WE ARE ONE</b>	<b>Ethic of Care</b>  <b>Advocate &amp; Serve</b>  <b>Awareness of Each Story</b>	<ul style="list-style-type: none"> <li>• <i>Intentional contributor is:</i> actively listens, willing to compromise, asks questions to benefit the speaker, curious before judgemental, leans in</li> <li>• <i>Intentional contributor says:</i> help me understand, tell me what that looks like, how might we</li> </ul>
<b>COURAGE TO GROW</b>	<b>Be a "Learn it All"</b>  <b>Commit to What Matters</b>  <b>Embrace Productive Discomfort</b>	<ul style="list-style-type: none"> <li>• <i>Intentional contributor is:</i> asks for feedback, willingness to step outside of comfort zones/take calculated risks, be curious, embraces failure</li> <li>• <i>Intentional contributor says:</i> I'm willing to try or am open to try, tell me more, help me understand, how can I improve,</li> </ul>



# ORIOLE CULTURAL PLAYBOOK

## What is a Culture?

Our culture is the heart of our school system and the foundation on which our education community is built. It 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.

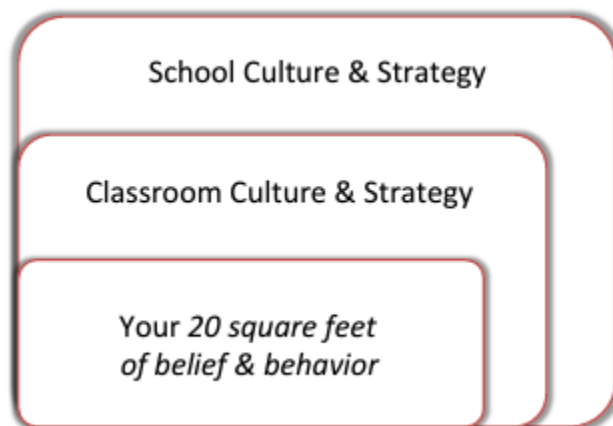
Written statements help clarify the culture, but documents don't build culture...our actions do.

## Why is it important?

Our core beliefs provide standards for how we behave toward each other, our students & our community. Because our culture shapes behavior, it determines how effectively we execute our mission. Our success depends on our ability to collaborate and educate in a constantly changing environment. Culture aligns everyone in the district around a common set of beliefs that ultimately determine how we prepare our students for future success.

## 20 Square Feet

20 Square Feet is simply a metaphor that expresses that each person in the district has a sphere of influence. It expresses the reality that the way we behave personally-the way each of us manages our 20 Square Feet- is what determines our culture.





# ORIOLE CULTURAL PLAYBOOK

## THE PLAYBOOK

THE PLAYBOOK is a blueprint of our culture. It clarifies specific behaviors and results we want from each of our beliefs. The behaviors outlined in the playbook are essential to how we engage students in the classroom, and how we operate our schools using a common consistent language and process. Our goal is to create an educational environment where everyone consistently engages in behaviors that produce exceptional outcomes.





# ORIOLE CULTURAL PLAYBOOK

## Stand Up & Own It

### Definition:

We have the opportunity to serve the students, staff, and community of the North Fond du Lac School District with intention, purpose and integrity. We will do this by the “stand up and own it” mindset reflected by these three key behaviors.

### Behaviors:

1. SERVE WITH INTENTION:

We will stand with our hearts and lead with our behaviors. We will take time to think about and plan interactions everyday.

2. OWN YOUR WORK

We will understand and do the work everyday. We will take pride in our contributions and own our mistakes.

3. DO THE NEXT RIGHT THING:

We will act with integrity. We will be honest, take risks and do the right thing. When we make mistakes or default we will reflect, own, and make the next best response. We will extend grace to ourselves and others when it's hard.

### What it looks like:

- *Intentional contributor is:* reflective, accountable, honest, serves with integrity
- *Intentional contributor says:* I trust you, I believe in you, I accept the responsibility for...
- *Intentional contributor in our school doesn't do this:* talks about others, deflects blame, blames, defends, complains
- *Intentional contributor in our school doesn't say things like:* it wasn't me, they told me to, “they” talk



# ORIOLE CULTURAL PLAYBOOK

## We Are One

### Definition:

We are stronger as one! We engage in making each other better while celebrating our uniqueness. We understand and support each other's story to build empathy and respond to events in a way that makes us better.

### Behaviors:

1. ETHIC OF CARE:

Commit to caring, listening and communicating. Listening is how we show compassion, build relationships with our students and with each other. When we listen, we create valuable connections and strengthen trust. When we communicate, we share ideas and perspectives to drive better decision making.

2. ADVOCATE & SERVE:

Ask for help, accept and give help. We understand we are all responsible for creating a positive learning and working environment that inspires excellence and enhanced achievement. Working collaboratively helps us appreciate and understand differences and it creates empathy for others. When we support one another, we perform better.

3. AWARENESS OF EACH STORY:

Accept and respect differences. We are all unique. Our goal is to focus on positive outcomes that value the perspectives of our colleagues, students, and community. We seek to understand each other's family and personal experiences and perspectives to build empathy for others. We acknowledge each other's strengths and observe our environments to create a culture that is inclusive and intentionally cultivated.

### What it looks like:

- *Intentional contributor is:* actively listens, willing to compromise, asks questions to benefit the speaker, student centered, curious before judgemental, leans in
- *Intentional contributor says:* tell me more, help me understand, tell me what that looks like, how might we
- *Intentional contributors in our school doesn't do this:* make assumptions, create stories/rumors, acts on the defense, blames others, tries to control things that are uncontrollable.
- *Intentional contributor in our school doesn't say things like:* "They, them" dialect, We've always done it, been there done that, did you hear what, here we go again, this too shall pass



# ORIOLE CULTURAL PLAYBOOK

## Courage to Grow

### Definition:

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

### Behaviors:

1. BE A LEARN IT ALL
  - Sometimes others see things we can't. We are open to receiving ideas, thoughts and feedback. No matter how much we think we know, we always work hard to improve our understanding of the situation and are willing to take action.
2. COMMIT TO WHAT MATTERS
  - We believe all students can learn. We focus on personalizing instruction for every student. This focus is predicated on student centered decisions that benefit the whole child.
3. EMBRACE PRODUCTIVE DISCOMFORT
  - Growth requires courage and curiosity. In order to improve and get better, we must embrace the productive discomfort of each opportunity that is necessary for continuous improvement and growth. We are flexible and innovative. We learn new methods.

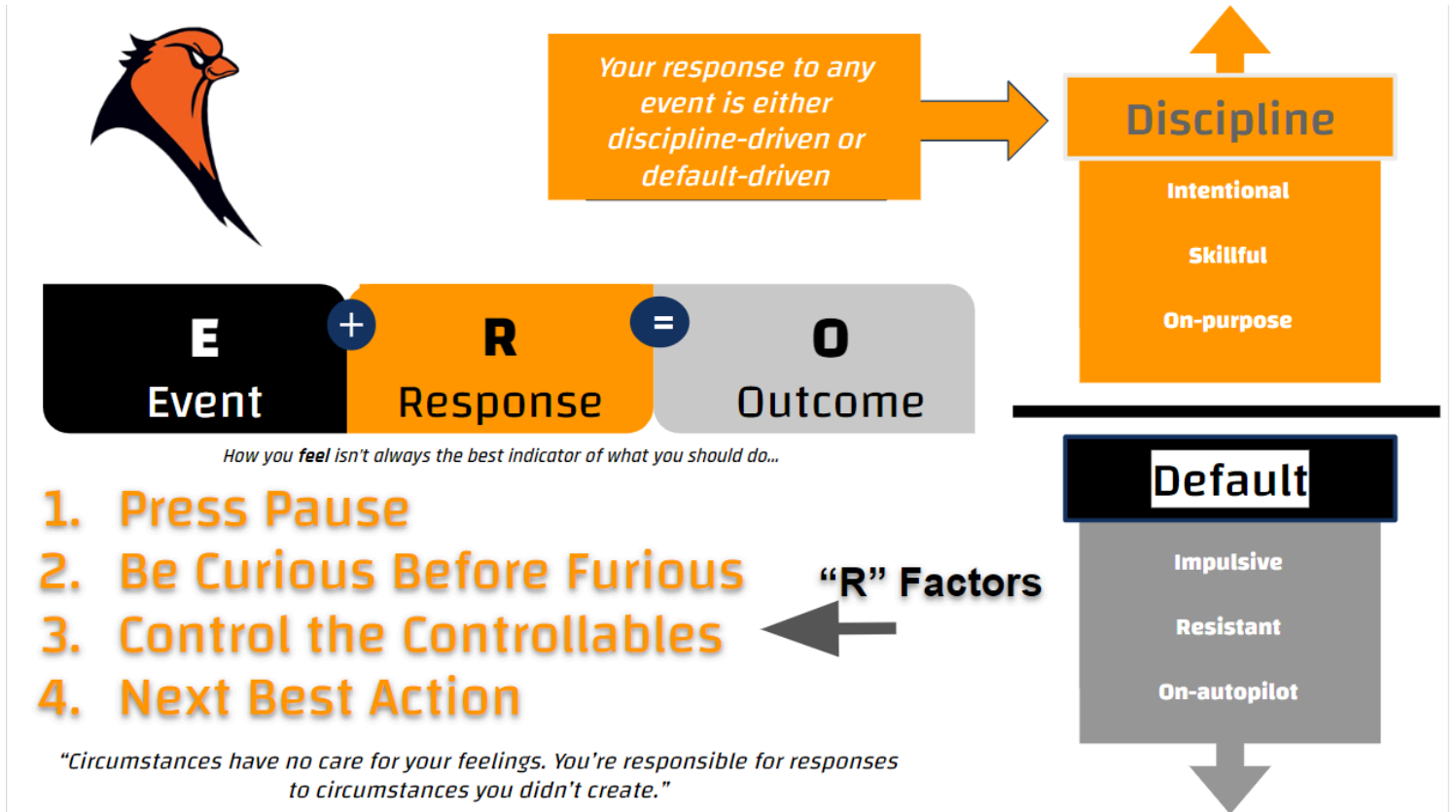
### What it looks like:

- *Intentional contributor is:* asks for feedback, willingness to step outside of comfort zones/take calculated risks, be curious, embraces failure, makes student centered decisions
- *Intentional contributor says:* I'm willing to try or am open to try, tell me more, help me understand, how can I improve,
- *Intentional contributors in our school doesn't do this:* collaborate, volunteer, ask questions for the well being of others, ask for help
- *Intentional contributor in our school doesn't say things like:* We've always done it this way, doesn't apply to me, not my job/above my pay grade, I don't have time



# ORIOLE CULTURAL PLAYBOOK

## ERO MINDSET & SKILL SET UMBRELLA



### Operational Definitions:

#### INTENTIONAL CONTRIBUTOR:

an individual who owns their 20 sq feet (choosing and acting with purpose aligning with our beliefs and mindset to best version of self)