

THE CULTURE OF SJCS D

...MISSION AND VALUES DRIVEN



Joseph G. Joyner, Ed.D., Superintendent of Schools

THE CULTURE OF SJCS D

What Defines Us?

Culture (*Webster*): A way of thinking, behaving or working that exists in a place or organization.



THE CULTURE OF SJCSD

Trust

Excellence

Relationships

Student-Centered

High Expectations

Service

Vision



ST. JOHNS COUNTY
SCHOOL DISTRICT

EXCELLENCE IN PUBLIC EDUCATION
SINCE 1869

Character

Excellent Teaching

Leadership

Community

Integrity

WHAT DEFINES US?

Student-Centered

- “Giving priority to the needs and interest of the children.”



WHAT DEFINES US?

Student-Centered

- Policy decisions made in the best interest of students
- Focus on each individual...all of them
- Safety first – physical, emotional, academic
- Sacrifice for our students

WHAT DEFINES US?

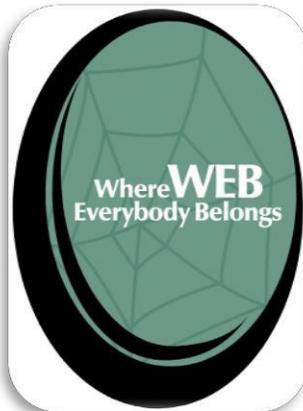
Character

- The way someone thinks, feels and behaves.



WHAT DEFINES US?

Character

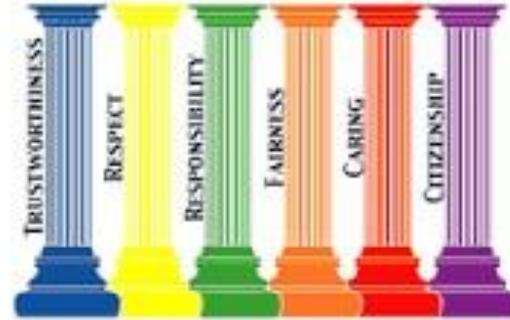


2. EXPECTATIONS OF ALL EMPLOYEES

Category Definitions

25. Meet and deal effectively with the general public, staff members, parents, administrators and other contact persons using tact and good judgment.
26. Follow attendance, punctuality, proper dress code and other qualities of an appropriate work ethic.
27. Ensure adherence to good safety standards.
28. Maintain confidentiality regarding school/workplace matters.
29. Model and maintain high ethical standards.
30. Maintain expertise in assigned area to fulfill position goals and objectives.
31. Participate successfully in the training programs offered to increase skill and proficiency related to assignment.
32. Demonstrate initiative in the performance of assigned responsibilities.
33. Each employee of the St. Johns County School Board will model the six pillars (as defined by Character Counts!) of the character education program.

CHARACTER COUNTS!



STANDARDS AND ETHICS St. Johns County School District

As a member of the board, I shall promote the best interests of the school district as a whole, and, to that end, I shall adhere to the following educational, character and ethical standards.

❖ TRUSTWORTHINESS

1. Hold confidential all matters pertaining to the educational system that may needlessly harm individuals or the system and respect the confidentiality of information that is privileged under applicable law.

❖ RESPECT

1. Recognize that the entire Board as a whole must make decisions and these decisions must be supported by the entire board.
2. Work with the Superintendent, neither undermining nor intruding into the areas legally assigned to School Administration.

❖ RESPONSIBILITY

1. Focus board action on policy making, goal setting, planning, and evaluation, and insist on regular and impartial evaluation of all staff.
2. Attend all scheduled board meetings and workshops insofar as is possible and become informed on the issues to be considered at these meetings.
3. Inform myself about current educational issues through study and participation in appropriate programs and/or workshops.
4. Remember always that my first and greatest concern must be the educational welfare of all the students attending our public schools and that we must provide appropriate curriculum, facilities, and motivation so that our students will be encouraged to love learning, enabling them to achieve their fullest and highest potential.

❖ FAIRNESS

1. Make policy decisions only after full discussion at public school board meetings, and render these decisions based on available facts refusing to surrender that judgment to individuals or special groups.
2. Make decisions in terms of the educational welfare of all children, regardless of ability, race, creed, sex, or social standing.
3. Never use my board position for personal or political gain.

❖ CARING

1. Encourage recognition of the achievements of students and staff and of the involvement of businesses and community members.
2. Listen responsively to the community and make decisions based on the best interest of the system as a whole.

❖ CITIZENSHIP

1. Support school personnel in the proper performance of their duties.
2. Bring about desired changes through legal and ethical procedures, upholding and enforcing all laws, State Board of Education rules, and court orders pertaining to schools.
3. Encourage the free expression of opinion by all board members and seek systematic communication between the board and students, staff and all elements of the community.
4. Support legislation and funding which will help to improve the educational opportunities and environment for students and staff.

CHARACTER EDUCATION

**Keep it fresh...
and relevant!!!**

WHAT DEFINES US?

High Expectations

- The belief and expectation that one can achieve at a superior level.



WHAT DEFINES US?

Pygmalion Effect



-versus-



Golem Effect

WHAT DEFINES US?

Integrity

- The quality of being fair and honest, having strong moral principles; moral uprightness.



WHAT DEFINES US?

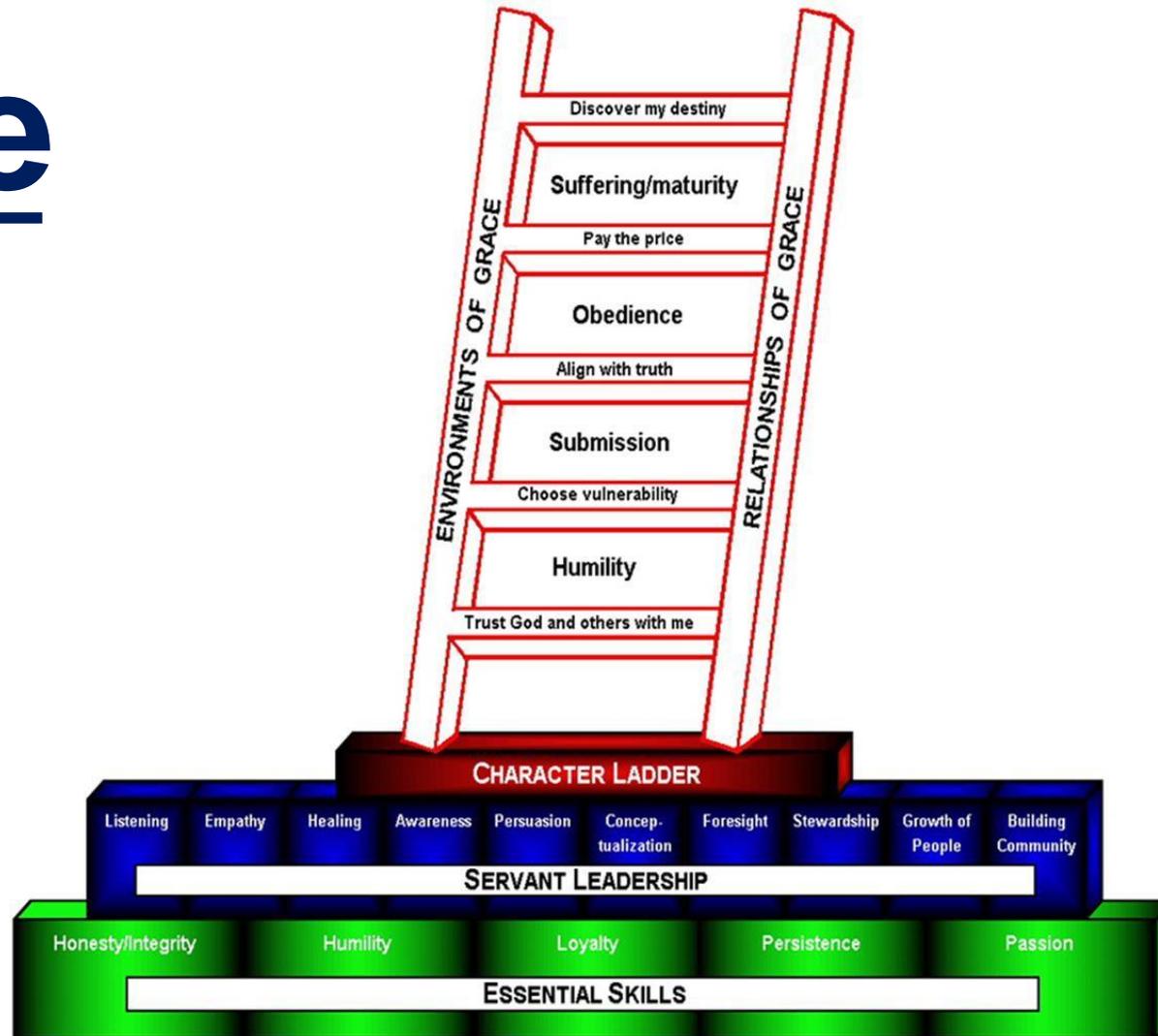
Service

- The action of helping or doing work for someone.



WHAT DEFINES US?

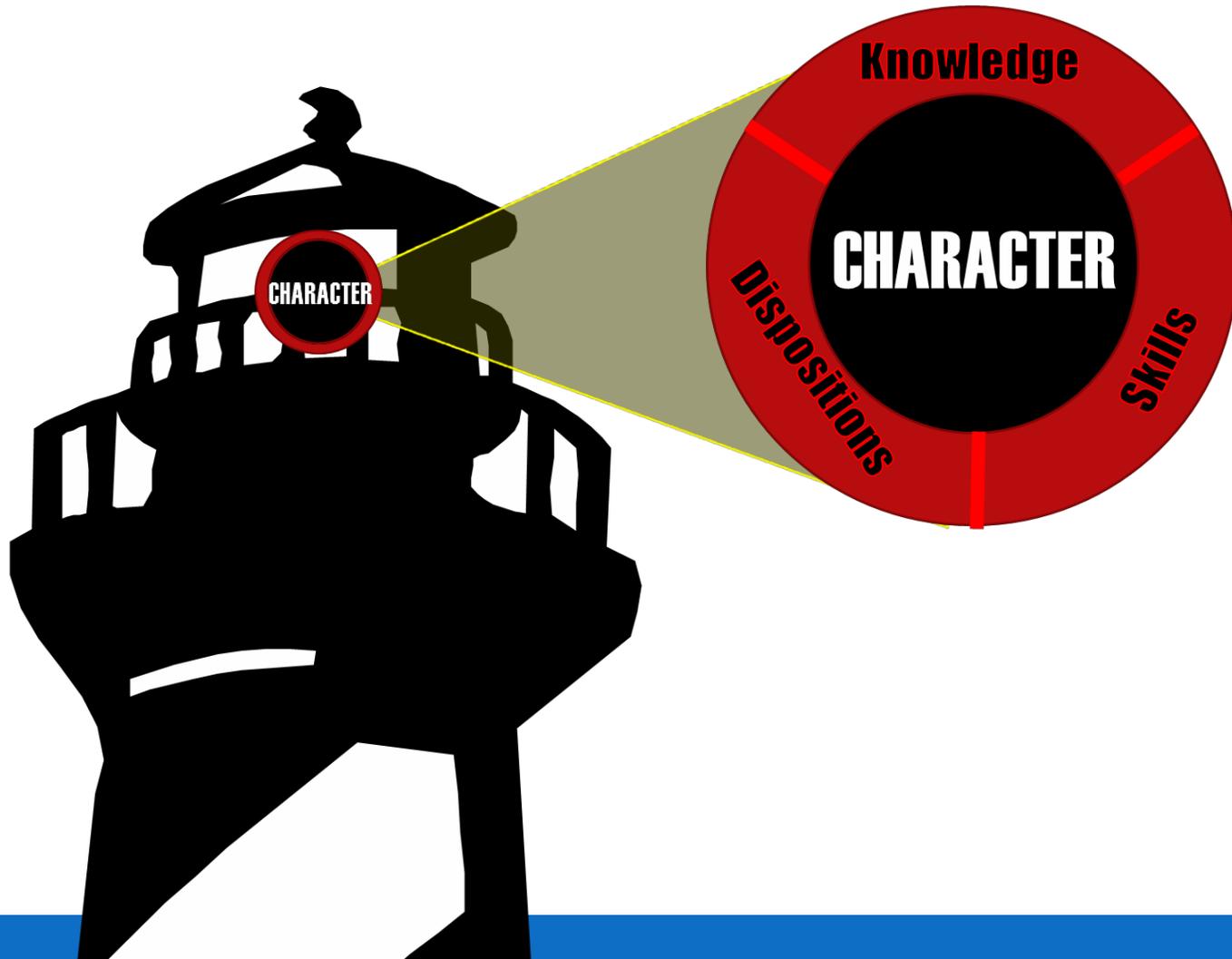
Service



WHAT DEFINES US?

Leadership

The action of leading a group of people or organization toward a common purpose.



WHAT DEFINES US?

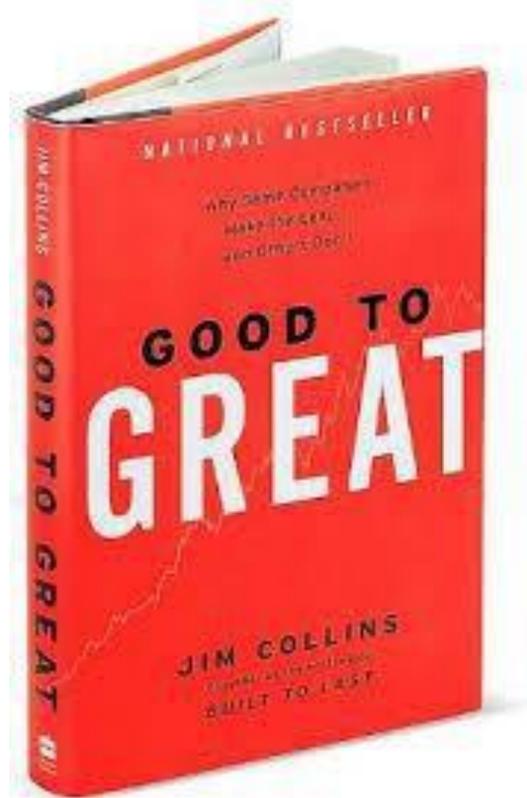
Leadership



**Character cannot be developed
in ease and quiet.
Only through experience
of trial and suffering can the soul
be strengthened, vision cleared,
ambition inspired,
and success achieved.
~ Helen Keller**

GOOD TO GREAT

- Level 5 leaders blend the paradoxical combination of **deep personal humility** with **intense professional will**. This rare combination also defies our assumptions about what makes a great leader.



WHAT DEFINES US?

Trust

- Assured reliance on the character, ability, strength or truth of someone or something.

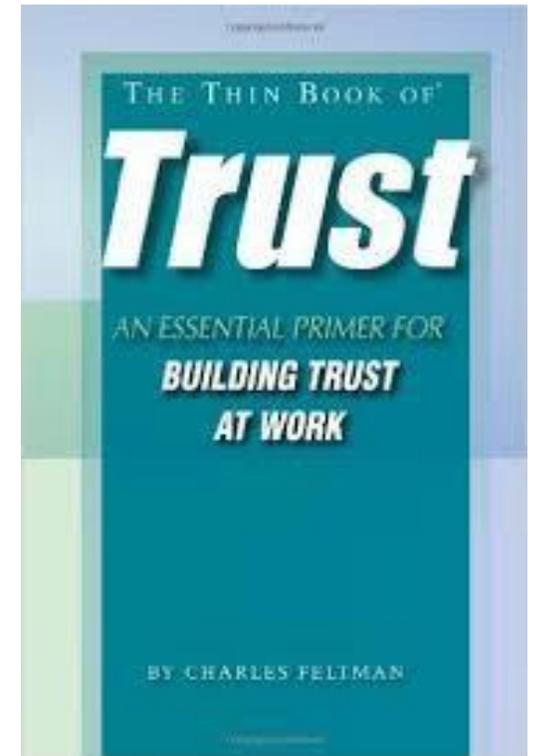


~Merriam-Webster

TRUST

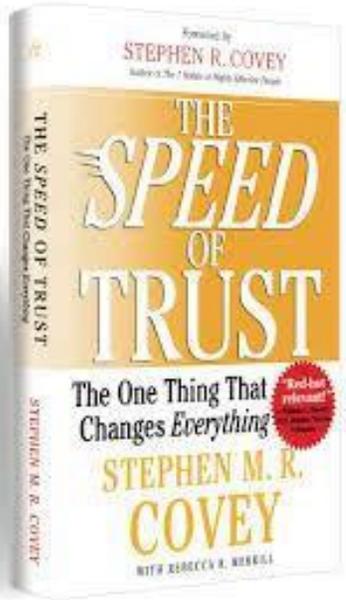
The 4 Distinctions of Trust

- ❖ Sincerity
- ❖ Reliability
- ❖ Competence
- ❖ Care



TRUST

13 Behaviors to Build Trust



CHRYSTAL

1. Talk Straight
2. Demonstrate Respect
3. Create Transparency
4. Right Wrongs
5. Show Loyalty
6. Deliver Results
7. Get Better
8. Confront Reality
9. Clarify Expectations
10. Practice Accountability
11. Listen First
12. Keep Commitments
13. Extend Trust

TRUST

“Our future success as a district will be defined in large part by our ability to engender trust with those we serve (students, parents, staff).”

~Joseph G. Joyner, Ed.D.

WHAT DEFINES US?

Vision

- Having or showing clear ideas about what should happen or be done in the future.

~Merriam-Webster



GOALS

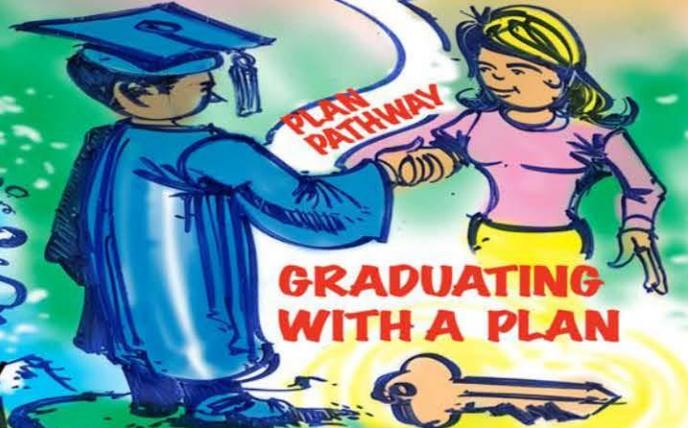
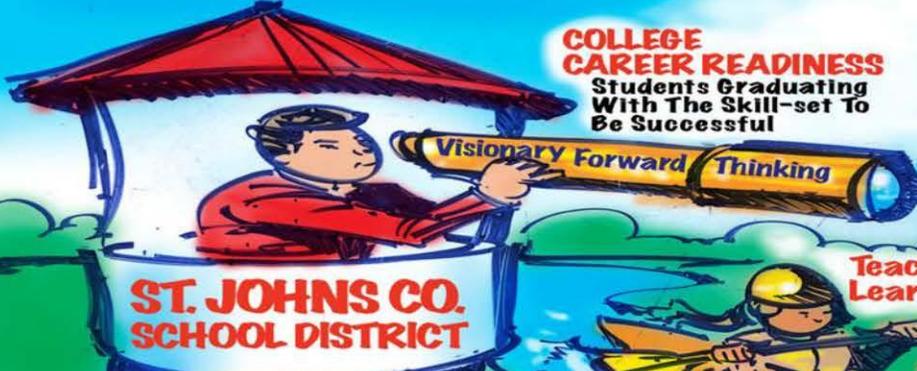
COLLEGE CAREER READINESS
Students Graduating With The Skill-set To Be Successful

FLEX LEARNING GOALS
Have The Flexibility To Customize The Learning Experience

WELL ROUNDED STUDENTS
Explore Interest While Strengthening Leadership, Character

GROWTH MANAGEMENT SUCCESS
Proactively Manage Systemic Growth

Vision
Every Student Graduates By Following A Learning Pathway That Prepares Them For Their Chosen Future



GRADUATING WITH A PLAN

KEYS TO SUCCESS

STRATEGIES

ACADEMIC STUDENT SERVICES

- Life Skills
- K-12 STEM
- School Guidance Model

OPERATIONS

- K-12 Continuum Of Technology
- Design Schools To Handle Growth

HUMAN RESOURCES

- Hire The Best
- Support Employees

COMMUNITY RELATIONS

- Communicate With Parents
- Character Counts
- Expand Community Partnerships

SUPERINTENDENT & SCHOOL BOARD

- Support Best Interest Of Students
- Reduce Testing
- Continue Culture

VISION

- **All students choose a learning path that leads to a well-rounded graduate who demonstrates good character and leadership.**

VISIONARY

SJVS

NURSES

Growth Management

Associate Teachers

Strategic Plan

Advocacy

Sales Tax Referendum

Refresh Plan

Digital Learning

Student Leadership

Balanced Literacy

**CHARACTER
EDUCATION**

Growing

Teachers & Leaders

Staffing Committee

Academic Excellence

Energy Management

Career Academies

Focus Groups

Health Centers

Secretarial Leadership Conference

Student-Based Curriculum

ST. JOHNS COUNTY

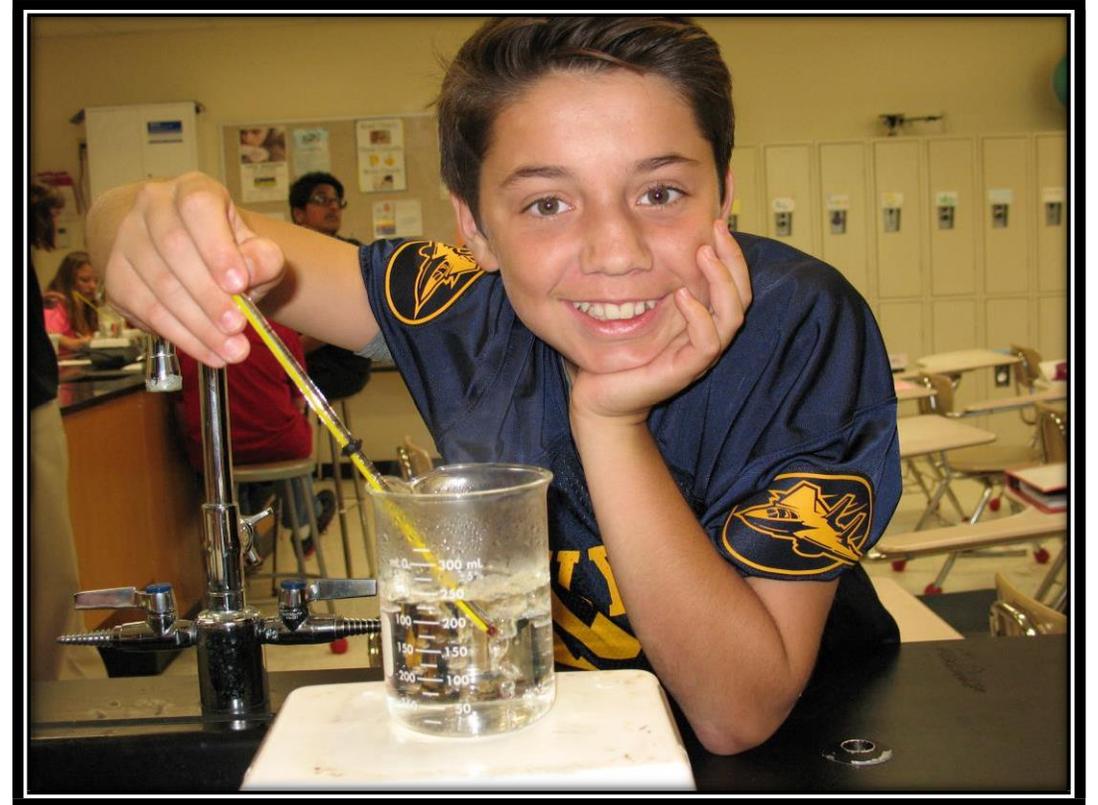
SINCE 1999

WHAT DEFINES US?

Excellence

- The quality of being outstanding or extremely good.

~Merriam-Webster



EXCELLENCE IN ACADEMICS

St. Johns County schools stay on top

County still top performer on tests

6-11-16
» Third-grade reading score 23 points above statewide pass rate

BY JAKE MARTIN
jake.martin@staugustine.com

The Florida Department of Education's release of a sizable batch

testing season shows students in the St. Johns County School District and the Florida School for the Deaf and the Blind made gains on perfor-

eral areas. Released on Friday were scores for the Florida Standards Assessment, six end-of-course exams and a statewide science test.

were retrofitted scores for 2015.

Although the FSA was first administered in 2015, these results are the first scores for the language

exams as the State Board of Education did not set the FSA grading system until January. This is the first year there will be repercussions for FSA scores.

"Even with a higher bar, Florida students continued the overall trend

of increased performance year over year," Education Commissioner Pam Stewart said in a written release.

All of Florida's standardized tests use a five-level scoring system.



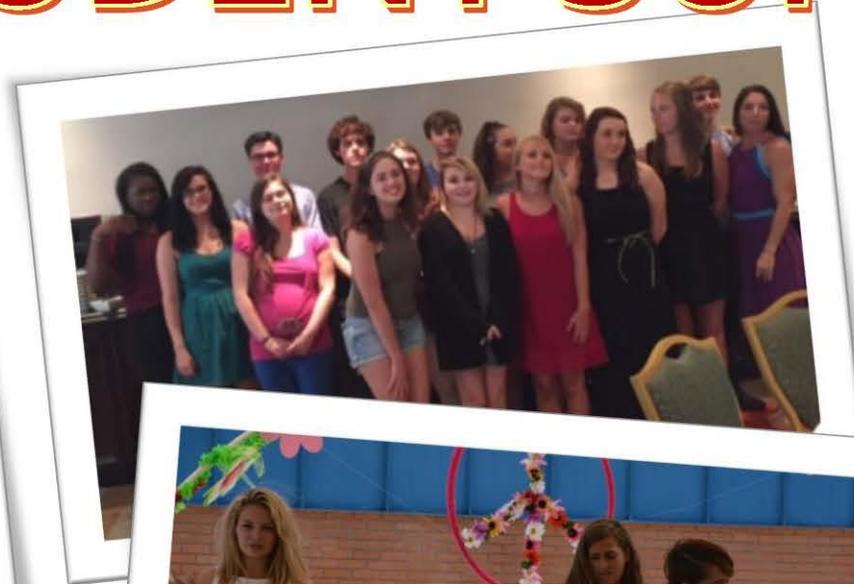
EXCELLENCE IN ACADEMICS

District Graduation Rate Trends

St. Johns	Grad Rate	State	Grad Rate
2014 - 15	90.5%	2014 - 15	77.8%
2013 - 14	87.8%	2013 - 14	76.1%
2012 - 13	86.7%	2012 - 13	75.6%
2011 - 12	86.0%	2011 - 12	74.5%
2010 - 11	85.8%	2010 - 11	70.6%



EXCELLENCE IN STUDENT SUPPORT



EXCELLENCE IN ATHLETICS



EXCELLENCE IN CHOICE



EXCELLENCE IN FACILITIES AND OPERATIONS



EXCELLENCE IN BUSINESS & FISCAL SERVICES



EXCELLENCE IN INFORMATION TECHNOLOGY



EXCELLENCE IN PLANNING & GOVERNMENTAL RELATIONS



EXCELLENCE IN COMMUNITY RELATIONS



EXCELLENCE IN HUMAN RESOURCES



WHAT DEFINES US?

Community

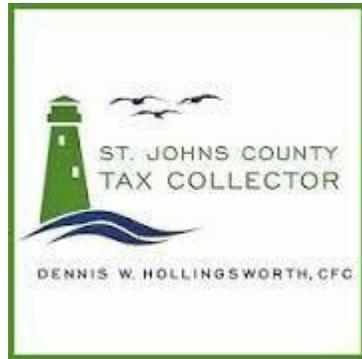
- A group of people with common interest living together within a larger society.

~Merriam-Webster



WHAT DEFINES US?

Community



COMMUNITY

“One of the greatest threats to the continued excellence of our school district would be the loss of trust by our community.”

~2010 Strategic Plan/Critical Issues

WHAT DEFINES US?

Excellent Teaching

OUR GREATEST CONTRIBUTION

IS TO BE SURE THERE IS

A TEACHER IN EVERY

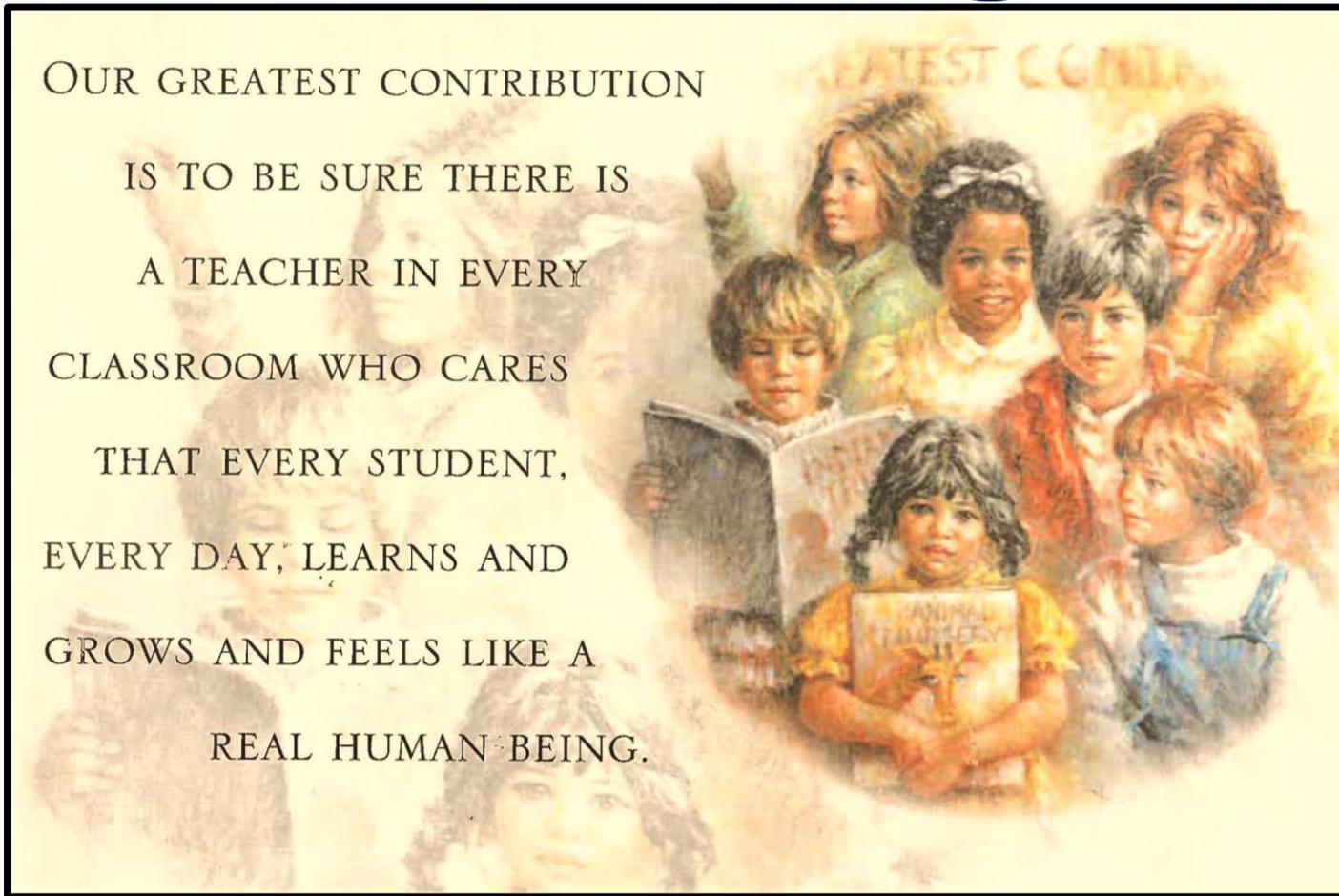
CLASSROOM WHO CARES

THAT EVERY STUDENT,

EVERY DAY, LEARNS AND

GROWS AND FEELS LIKE A

REAL HUMAN BEING.



*~The Gallup Organization
Mission Statement*

EXCELLENT TEACHING

3-Legged Stool

©2014 W. W. Norton & Company

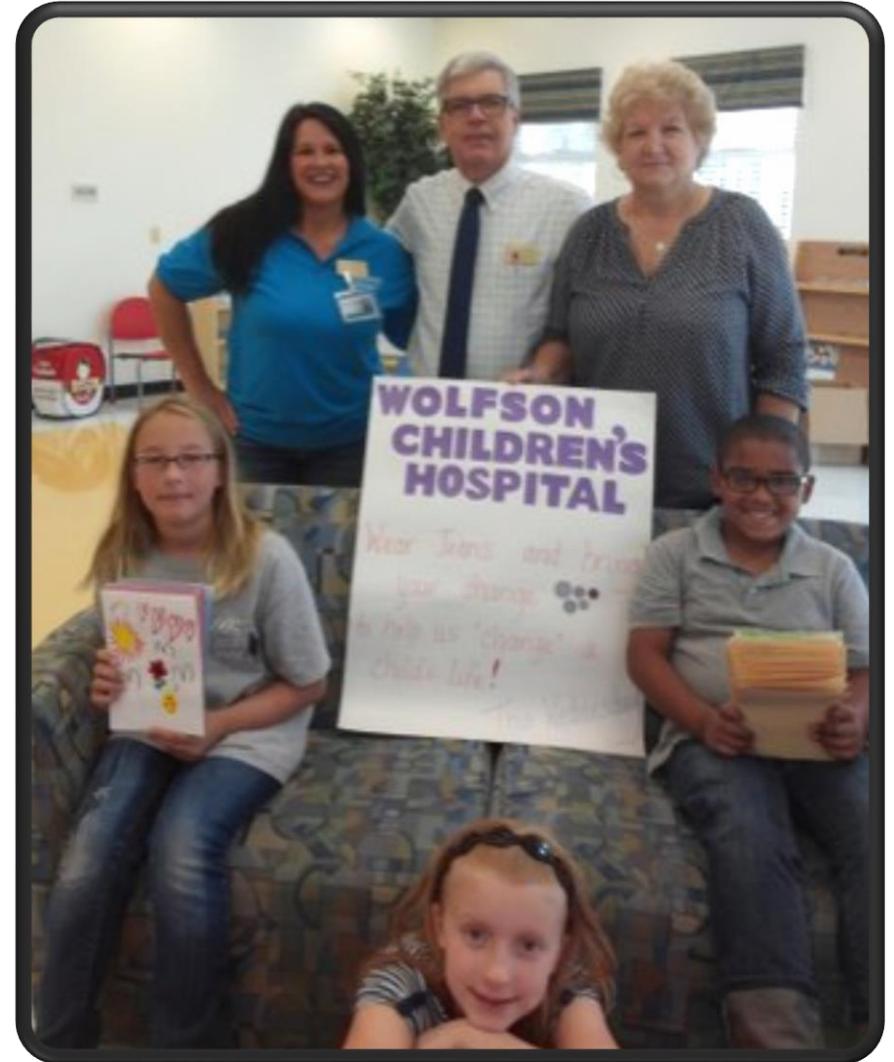


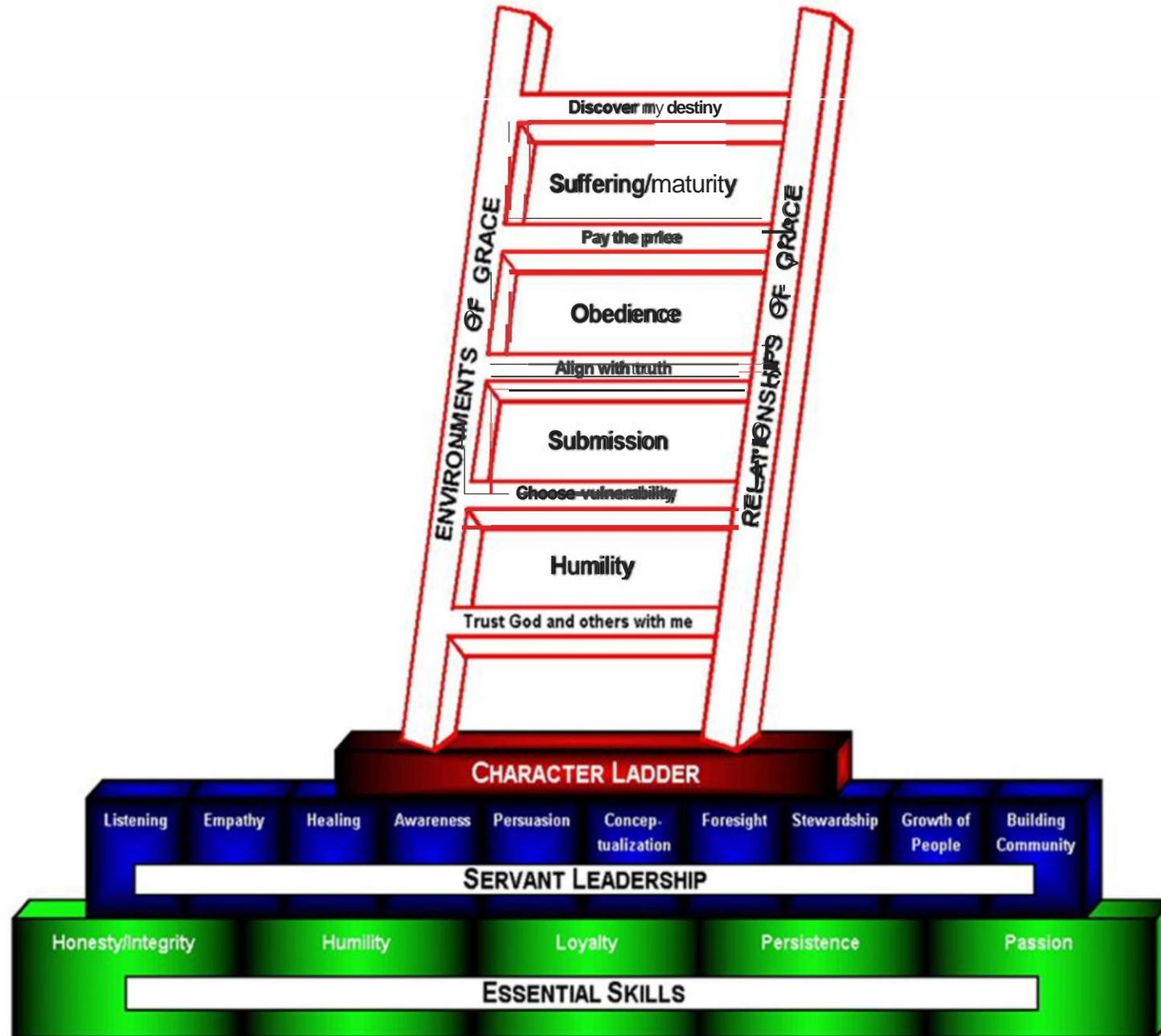
WHAT DEFINES US?

Relationships

- An emotional or other connection between people.

~Merriam-Webster





LIVING IN A CODE ORANGE WORLD

In a code orange world, we cannot go it alone.

We must believe and act on the belief
that we are in this together.

One of the great challenges for leaders is
to bring people together,
to heal and to build understanding.

And, we also must know we need that same
mutual support from each other. *~Paul Houston*

RELATIONSHIPS

EXCELLENCE

TRUST

EXPECTATIONS

HIGH

CHARACTER

STUDENT CENTERED

SERVICE



ST. JOHNS COUNTY SCHOOL DISTRICT

EXCELLENCE IN PUBLIC EDUCATION SINCE 1869

LEADERSHIP

VISION

EXCELLENT TEACHING

COMMUNITY

INTEGRITY

