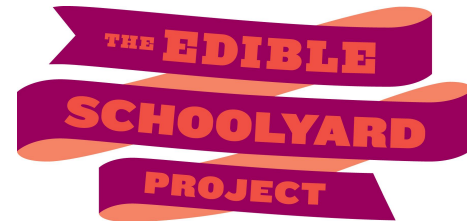


# Organizational Culture

The Edible Schoolyard  
Academy



# Workplace Culture

# Warm Up

1

If I came to visit your workplace, what would particularly strike me? How would I characterize how people interact at your organization?

# Mission & Strategy in the Metric

In every decision our mission and our specific objectives are our key consideration.

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# Professionalism

While our style as individuals and as team might be easy going, our attitude towards our work is extremely professional - we seek to maintain the highest standards of quality and depth delivery, productivity and effectiveness.

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# We Have Fun

We bring positivity, joy and laughter to our work with each other. We get our jobs done and we do great work, and we have an incredible amount of fun doing it. We also respect the power of the reset button

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# We Work Collaboratively

We aim to have transparency and openness. Every team member is able and encouraged to weigh in and contribute to ideas and decisions. The team respects decisions, regardless of initial personal views, and endeavors to implement them with excellence.

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# We are all Students

We approach our work with humility and the recognition that sometimes failure is the best teacher. We value curiosity, experimentation, and messy thinking.

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# **Cherish Feedback & Offer it Responsibly**

We believe in iterative learning and professional growth. When we give feedback, we do so constructively and kindly.

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# Respect & Kindness

Our intention is to respect and to care for each other and our community. We are thoughtful and aware of how we impact others. We seek to avoid pretentiousness, meanness, pettiness and disrespect on our team.

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# We are Committed to Developing our Cultural Humility

Individually and organizationally, we explore the impact of culture and identity on the schooling experience, examine the influence of race, power, and privilege on the educational process, and seek culturally responsive pedagogy and practices to ensure access for all students, especially those historically underserved by the educational system. We engage families as collaborators in this process and aim to create physical and emotional spaces that reflect and celebrate the diversity of our community.

# We Celebrate the Power of Food

Food connects people, places, ideas, and the natural world. We recognize the richness of food in its complexity and seek to learn about our own and others' relationships to food with curiosity and an open mind. We believe food sustains body and spirit. We champion food that supports the wellbeing of farmers, communities, and the planet.

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# Collaboration Norms

# Rules of Engagement

- Pausing
- Paraphrasing
- Putting ideas on the table
- Paying attention to self and others
- No one knows everything, together we know a lot
- Acknowledge the difference between intent and impact
- Probing for specificity
- Pursuing a balance between advocacy and inquiry

# Reflection

2

## Discussion Questions

What aspects of your culture do you think are enabling you to innovate? Which aspects of your culture are inhibiting or obstacles?

# Professional Development



# Professional Development

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- Creating a culture of feedback
- What does that even mean? What does success look like?
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- Opportunities to give feedback on the process
- Opportunities to PRACTICE

# Professional Development

- Growth Mindset
- Triggers
- Gender
- Academic Standards
- Google Docs
- Cultural Competency
- Race, Power, and Privilege
- Restorative Justice
- Readings

**Activity Break**



# Activity Break

1

## Typical Pattern Behaviors

If someone came fresh to our workplace, what would particularly strike them? How would we characterize how people interact at our organization?

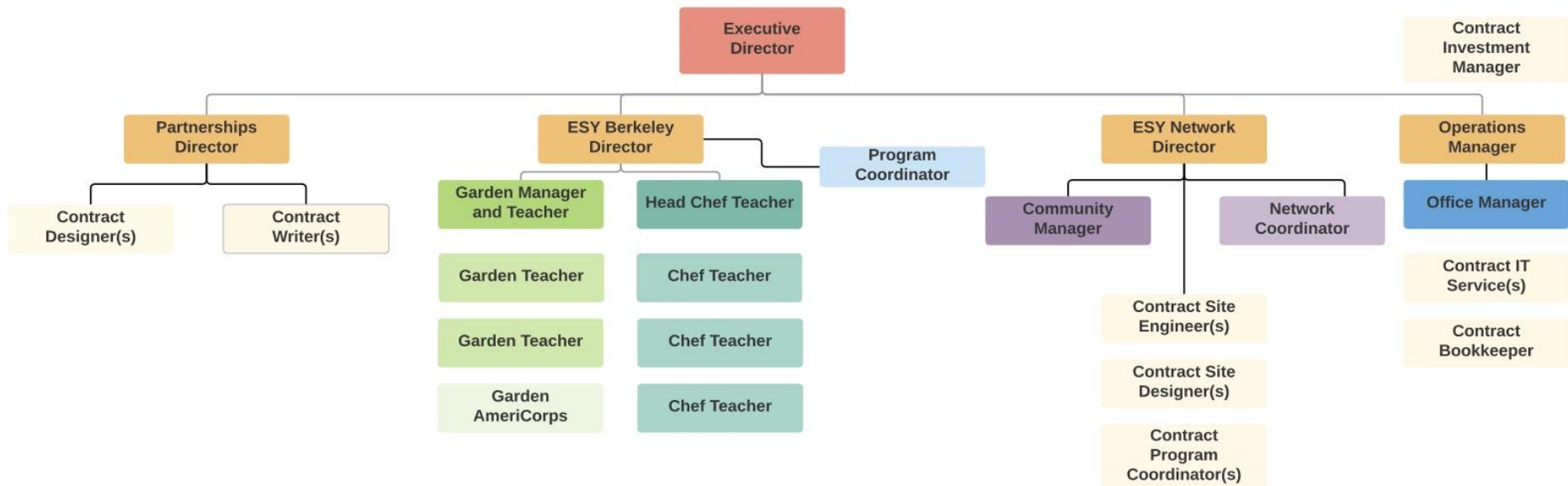
2

## Stated Values

What do we say we value in our organization? Do we always live up to these values, or are different values sometimes displayed in what we do?

# Roles & Responsibilities

# EDIBLE SCHOOLYARD PROJECT STAFFING



**THEY ARE THERE, IN THE  
BINDER!  
USE THEM**

**Activity Break**

# Activity Break

3

## Fundamental Assumptions

What views and attitudes do we take for granted? What assumptions underlying our work are simply not questioned?

# Hatching a Plan

**Be Inclusive**

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# Clear Intent

# Explore Assets

**Be Principled**

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**Embrace  
Development**

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# Document A

## Plan

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**Activity Break**