



Evening Star Elementary

School Culture Audit

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Yearly themes set the direction for culture.

Themes drive the direction of the building. Evening Star has created themes for each year. The staff created themes are a window into the culture of the building.

**Spread Your
Wings and Soar**

**Better
Together**

Owls Forever

**Dare to be
Great**

**Soaring Beyond
Greatness**

School traditions – building culture for years to come

Evening Star Elementary, even with its short history of four years, has established and continued many traditions that have created excitement and engagement for families, staff and community alike.

Each of the events listed is a way to bring families into the building and share the culture that has been created. Throughout this list, you will see events that are common in many buildings (Open House, Class parties, parent teacher Conferences, etc.), but you will also see events that are special to the staff, families, and students.

Color Wars is an event thought of, created, and implemented by the student “parliament” (a group of owls, our mascot, is called a parliament). Each year there is a day where students and staff of each team in our building are given a color to wear. The team or grade level wearing the most items of a certain color wins the color war. The students believed and knew they had the ability to create this event. This is only done with a school culture that empowers their students to “soar beyond greatness”.

Evening Star Elementary’s Family Traditions

- Pie Supper
- Open House
- Walk in My Shoes Night
- Grandparent’s Day
- Fall/Winter/Valentine Parties
- Parent/Teacher Conferences
- Costume Parade
- Turkey Trot
- Veteran Outreach
- Christmas Parade
- All Bentonville Reads
- 100th Day of School
- Color Wars
- Field Day
- 4th Grade Clap Out

School Traditions – Pie Supper

As was stated, Evening Star has continued traditions through our few years being open. One of the traditions we have revitalized started many years before our current building's doors opened.

Proudly displayed in the front of our school you will find pictures of classes from the original Evening Star Elementary that operated in Benton County in 1884 – 1948. One of the community events that the original Evening Star Elementary began was the pie supper. Families from throughout the community would bake and bring pies to this event. The community would gather, eat pies, and enjoy one another's company. This is a tradition that was important to the building's opening principal, Ashley Williams, to continue. Our vision states “We are committed to *continuing* a legacy of excellence that impacts the world around us.” The pie supper is a symbol of that vision.

[A Legacy of Excellence](#)



Academic structures that create a culture of learning

Evening Star Elementary has a staff that has taken Professional Learning Community to the next level. They have structures in place that bring learning and community to the next level.

Classroom Walk Throughs: Once a month, teachers are given an opportunity to go and watch a colleague teach. This walkthrough is done with academic coaches, administrators, and a small group of teachers seeking to learn and grow from one another.

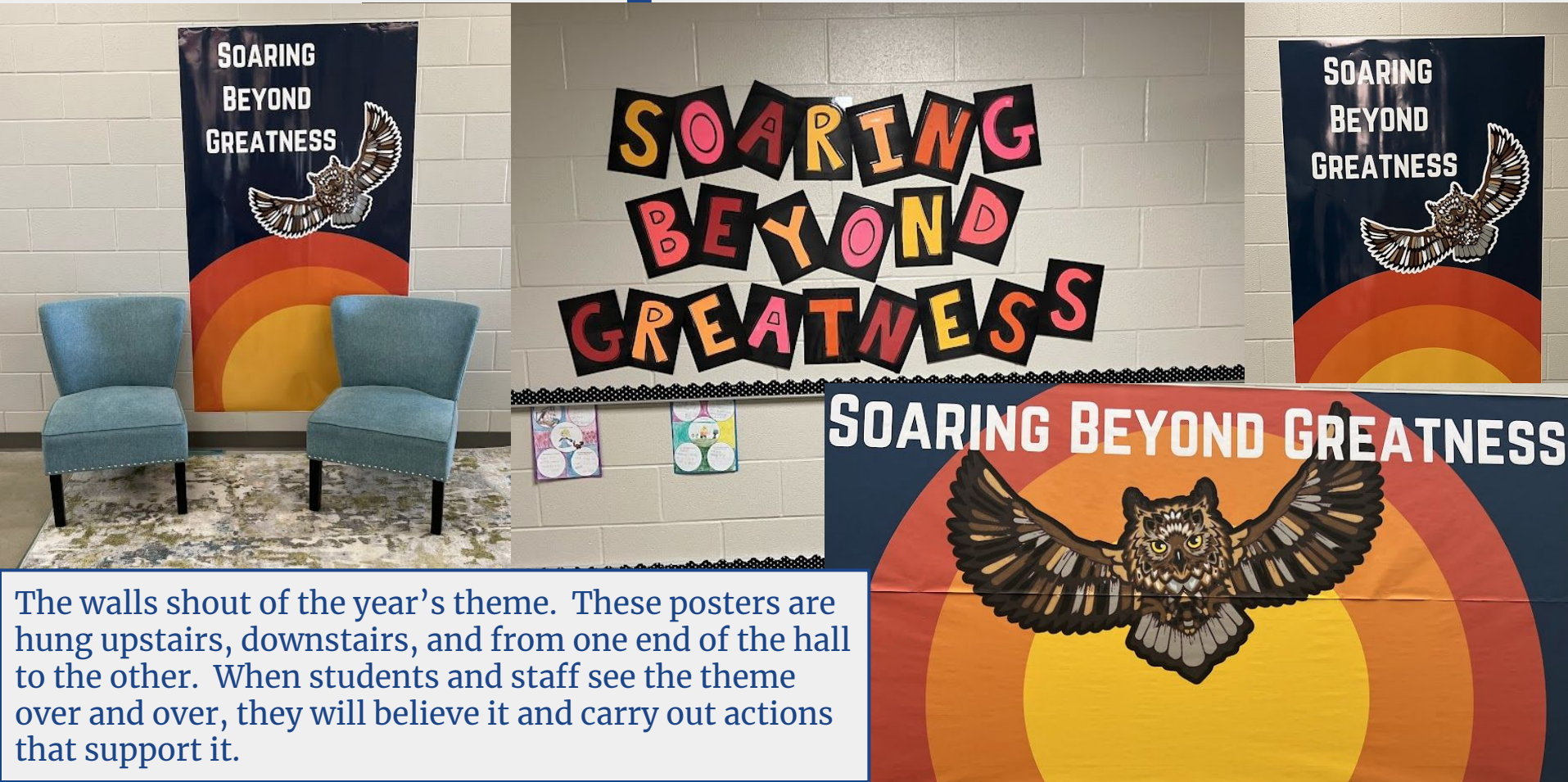
PLC Extension Days: These extension days are coveted time for teachers to dig into data that inform decisions on their instructional time. In addition to a team's daily 55 minute planning period, PLC Extension days allow for 100 minutes of uninterrupted time to make change for student's learning.

Shared leadership through committees

Part of creating culture in a building includes shared leadership. When staff members are given ownership in the workings of a building, great conversations, change and positive culture are the result. Below you will see a list of committees staff members can serve on.

<p><u>Building Systems</u></p> <ul style="list-style-type: none">- Develop Master Schedule- Develop Duty Schedule- Building Systems- Calendar Committee	<p><u>Traditions</u></p> <ul style="list-style-type: none">- Open House- Walk In My Shoes- Pie Supper	<p><u>Building Positive Culture</u></p> <ul style="list-style-type: none">- Staff Events- Learning Lunch- Student Involvement- Social & Emotional Support
<p><u>Teaching and Learning</u></p> <ul style="list-style-type: none">- Professional Learning focuses- August PD Development	<p><u>Student Behavior</u></p> <ul style="list-style-type: none">- Building Matrix- Student Celebrations	<p><u>Parent Involvement</u></p> <ul style="list-style-type: none">- Parent Training- Community Walks

Let the walls speak.



The walls shout of the year's theme. These posters are hung upstairs, downstairs, and from one end of the hall to the other. When students and staff see the theme over and over, they will believe it and carry out actions that support it.

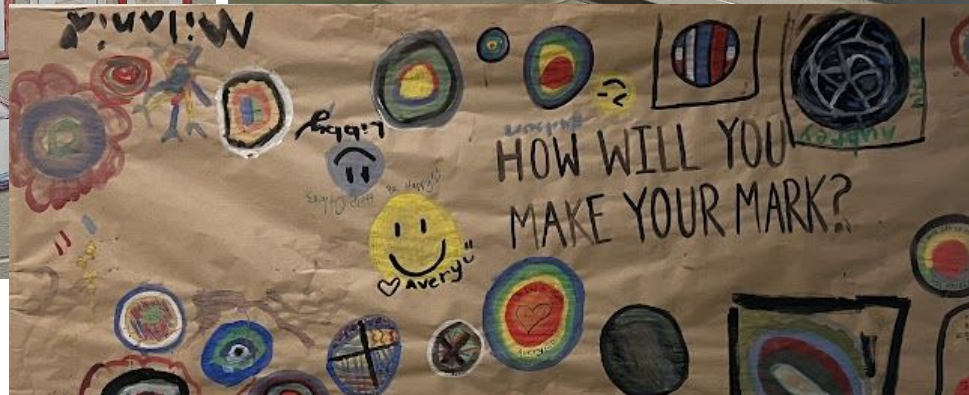
Let the walls speak.



All students are represented
in the building.

This talking board is proudly displayed on the playground. This allows our students learning to communicate with others the ability to communicate openly and quickly with their teachers and peers.

Let the walls speak.



Students are front and center in the halls of this building. Collaborative student artwork is displayed throughout the building.

Let the walls speak.



Let the walls speak.

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You touch
the lives
of those
around you!

• IN THIS SCHOOL •

WE ARE
HAPPY

• WE ARE
HELPFUL

• WE
RESPECT

• WE
DO
TEAMWORK

• We are
FRIENDS

• We
COMMUNICATE

• WE DO
COFFEE & CAKE

• WE
ARE A
TEAM

KAITLIN WINNIE
EVENING STAR ELEMENTARY



MS. WINNIE STARTED IN BENTONVILLE SCHOOLS AS A CUSTODIAN. SHE'S NOW COMPLETING HER DEGREE TO BECOME A CLASSROOM TEACHER.

Staff commitments are displayed in the building. More importantly, staff is honored throughout the building. From large honors like Teacher of the Year and Support Staff Member of the Year to encouraging sticky notes that have not been removed after a couple of weeks.

Members of the staff have felt so empowered that they have made complete career changes to be a part of this building.



Let the walls speak.



Bullying means the intentional harassment, intimidation, humiliation, ridicule, humiliation, or threat or incitement of violence by a student against another student or public school employee by a written, verbal, electronic, or physical act that may address an attribute of the other student or public school employee and that causes or creates actual or reasonably foreseeable physical harm to a student, causes or creates actual or reasonable damage to the public school employee's or student's property, substantial interference with a student's education or with a public school employee's role in education, a hostile educational environment for one (1) or more students, or causes school employees due to the severity, persistence, or pervasiveness of the act, or substantial disruption of the orderly operation of the public school or educational environment.

Evening Star Elementary's Behavior Expectations

Expectation Location	Arrival	Assembly	Hallway	Cafeteria	Playground	Recreation	Student Events	Bus	Emergency Routines	Dismissal
Owning Integrity I will own my actions and be responsible for my choices.	I have a neat & tidy appearance. I have my belongings in my locker. I have my belongings in my locker.	I have my books and papers in my locker. I have my books and papers in my locker. I have my books and papers in my locker.	I have my books and papers in my locker. I have my books and papers in my locker. I have my books and papers in my locker.	I have my books and papers in my locker. I have my books and papers in my locker. I have my books and papers in my locker.	I have my books and papers in my locker. I have my books and papers in my locker. I have my books and papers in my locker.	I have my books and papers in my locker. I have my books and papers in my locker. I have my books and papers in my locker.	I have my books and papers in my locker. I have my books and papers in my locker. I have my books and papers in my locker.	I have my books and papers in my locker. I have my books and papers in my locker. I have my books and papers in my locker.	I have my books and papers in my locker. I have my books and papers in my locker. I have my books and papers in my locker.	I have my books and papers in my locker. I have my books and papers in my locker. I have my books and papers in my locker.
Working as a Team I will work with others to achieve our common goals.	I will work with others to achieve our common goals. I will work with others to achieve our common goals. I will work with others to achieve our common goals.	I will work with others to achieve our common goals. I will work with others to achieve our common goals. I will work with others to achieve our common goals.	I will work with others to achieve our common goals. I will work with others to achieve our common goals. I will work with others to achieve our common goals.	I will work with others to achieve our common goals. I will work with others to achieve our common goals. I will work with others to achieve our common goals.	I will work with others to achieve our common goals. I will work with others to achieve our common goals. I will work with others to achieve our common goals.	I will work with others to achieve our common goals. I will work with others to achieve our common goals. I will work with others to achieve our common goals.	I will work with others to achieve our common goals. I will work with others to achieve our common goals. I will work with others to achieve our common goals.	I will work with others to achieve our common goals. I will work with others to achieve our common goals. I will work with others to achieve our common goals.	I will work with others to achieve our common goals. I will work with others to achieve our common goals. I will work with others to achieve our common goals.	I will work with others to achieve our common goals. I will work with others to achieve our common goals. I will work with others to achieve our common goals.
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Showing for the Best I will show my best work and effort.	I will show my best work and effort. I will show my best work and effort. I will show my best work and effort.	I will show my best work and effort. I will show my best work and effort. I will show my best work and effort.	I will show my best work and effort. I will show my best work and effort. I will show my best work and effort.	I will show my best work and effort. I will show my best work and effort. I will show my best work and effort.	I will show my best work and effort. I will show my best work and effort. I will show my best work and effort.	I will show my best work and effort. I will show my best work and effort. I will show my best work and effort.	I will show my best work and effort. I will show my best work and effort. I will show my best work and effort.	I will show my best work and effort. I will show my best work and effort. I will show my best work and effort.	I will show my best work and effort. I will show my best work and effort. I will show my best work and effort.	I will show my best work and effort. I will show my best work and effort. I will show my best work and effort.

The expectations for students in this building are high. The building's behavior matrix is displayed throughout the building, reminding students and staff of these high expectations of behavior.

“Continuing a legacy of excellence”



The building’s core beliefs are displayed in the lobby of the building. These core beliefs were established through community, staff, and student input before the building opened.

Across the lobby you will find photographs of the legacy of the original Evening Star Elementary.

Greeted by smiles, hugs, and high fives



Coming to school is an event at Evening Star. Many mornings students are greeted at the drop off line with upbeat music, student ambassadors sharing high fives, and smiling faces.

Upon entering the building, students are greeted by our counselors' warm hugs and "good mornings".

Teachers are expected to be at their classroom doors, greeting students at 7:22. As students enter the classroom, they are greeted with a greeting of their choice. This is an expectation of all teachers in our building.

Rituals & Ceremonies that shape a culture

Rituals:

One special ritual that happens daily at Evening Star is our daily announcements. These announcements are scripted, filmed, and edited by students in the Video Club. Students are empowered to change and adapt the announcements for what the school needs at that point in time. This aligns beautifully with the school's mission statement that is recited each morning:

“Owls empower each other to be their best selves by soaring for the stars in every way.”

Ceremonies:

Special ceremonies fill our calendar. Some of the favorites include grade level musicals, Kindergarten celebration, and the 4th grade clap out. Each grade level has a musical or performance that brings families together to celebrate the hard work of the students. This is all done in the collaboration with the art teacher.

The kindergarten celebration is a celebration of the hard work our kindergarteners put in through the year. It is a heartwarming moment of celebration and gratitude to the teachers and family members that helped throughout the year.

The 4th grade clap out is a school favorite. Students line the halls chanting “Fourth Grade, Fourth Grade” in excitement to see the fourth grade class walk through the halls of elementary school one final time on the last day of school. Tears are shed, laughter is had as they celebrate the accomplishments those students have had through their 5 years of elementary school.

Will it continue?

How much is driven by the leader and how much is deeply infused into the daily work of the staff?

This school has a strong leader that is gifted in the art of shared leadership. The principal, as you can see throughout the previous documents and images, believes that any owl that walks into the building is capable of leading, big or small. She has created opportunities for teachers and staff members to share in the leadership of the building - beyond the leadership team. Through the staff experiencing this shared leadership, they are then able to apply this practice with their students. From student created announcements to student created artwork and learning that covers the halls, each owl truly is empowered to make a change and make a difference in the school.

While the leader of this building began the journey and paved the way for her staff, the idea of shared leadership and the culture of what is best for students is an integral part of the building. If this leader were to leave, the systems, traditions, mission, vision and legacy would surely continue. This is evident as you walk the halls and see what they say when no one is around. The principal did not dictate what went in the hallway - that was taken on by the staff and students of our building.

My overall impression and reflection of this building is that the culture in this building is overwhelmingly positive. It begins at the doormat out front and radiates throughout the halls. Each person is empowered to continue the legacy of excellence in the day to day tasks, rituals, and routines of the building. The symbols and artifacts that hang through the building displays to each visitor what is most important to the school. Being a member of this school is a complete honor and gift by experiencing a culture as positive and empowering as this one.