

# Our Culture

OUR MISSION & GUIDING PRINCIPLES

## We are Service-oriented

We focus on others first.

Our services adapt to the needs of our educational partners.

## We Trust

We trust in each other to make good decisions.

We believe in our staff and empower them to reach organizational goals.

We all share in successes and failures.

## Balance

We understand that balance is different for everyone and that life is more than your work.

Work is purposeful and supported; it's OK to let things go.

## Our staff has heart!

We are...  
**Humble**  
**Empathetic**  
**Adaptable**  
**Remarkable**  
**Transparent**

## Leadership Development

We promote professional growth.

We train to make decisions as a team.

We build upon each individual's strengths.

## We are Results Driven

Success is measured and feedback is provided regularly.

We strive for continuous improvement.

## We Value Transparency

We answer the "WHY".

Our communication is always intentional and honest.

This means that...



# This means that...

## UNDERSTANDING OUR GUIDING PRINCIPLES

### We are Service-oriented

**This means that...**

Everything we do is connected to our mission. It is a universal belief.

Our services change based on the needs of our students and districts.

We put students first, then our local districts, followed by our RESA team.

We consider all others' needs before our own.

### We Trust

**This means that...**

Berrien RESA's leaders trust all employees to make good decisions.

Staff work together to create a collaborative environment.

Leadership seeks out staff members' abilities and provides opportunities to grow.

Trust allows staff to work on new ideas and develop best practices.

### Balance

**This means that...**

Balance is defined by the individual. We work to get to know each other so that we can support a positive work life balance.

Everyone has family/outside commitments. Those obligations are respected.

It is okay to reevaluate, prioritize and let things go.

## Our staff has heart!

This means that...  
we have AMAZING  
people at  
Berrien RESA!

### We are Results Driven

**This means that...**

Everything we do is based on a thoughtful feedback process.

We focus on our work using a strategic plan.

Regular evaluation and fine-tuning help us reach our goals.

### We Value Transparency

**This means that...**

We communicate with intention.  
We check for understanding, get feedback,  
and are active listeners.

We are clear about the goal of decisions being made.

Everyone's voice needs to be heard and valued.

We respect employee privacy and rights. We do not share personal info.

### Leadership Development

**This means that...**

Berrien RESA takes interest in its employees and promotes their individual strengths.

Collaboration is encouraged.

Staff are encouraged to be risk-takers and are expected to grow from mistakes.