

STANDARDS OF PRACTICE

The goal of our standards of practice is to implement this as a working document defining the way people engage in the workplace environment so that it becomes pleasant, satisfying, and productive.



Psychological Safety

- Value that decision-making requires thoughtful debate, multiple perspectives, and compromise
- Be inclusive in interpersonal settings
- Model empathy and vulnerability
- Recognize your perspective and challenge it
- Take risks and model risk taking; accept failure as

Communication

- Act with sincerity, honesty, and respect within an appropriate time frame
- Actively listen without interrupting and without judgement
- Say it like he/she/they are in the room
- Say what needs to be said

Professionalism

- Seek joy in the work
- Model continuous learning and foster growth in others
- Collaborate to accomplish district goals
- Make decisions in the best interest of all students
- Embrace measurement
- Solve problems at the lowest level

Accountability

- Look beyond your defined role to add value
- Act honestly and ethically
- Do the right thing even when no one is looking
- Act like an owner: treat district resources as if they were your own and stakeholders as if they were your family
- Understand improvement requires feedback