

In our commitment to children around instruction, we agree....

- To understand that each child grows & learns differently
- That every student will have an equal opportunity to learn
- To challenge all students to meet their fullest potential
- To establish clear goals, learning objectives /standards
- To create a learning environment that is emotionally and physically safe and conducive to learning for all
- That modeling and demonstration are key components in the gradual release of responsibility
- To differentiate and find innovative ways to meet the needs of many learners
- To provide brain breaks in order to maximize learning
- That we have high expectations for **all** students
- To have open communication with parents about student learning
- To provide well-planned & thoughtfully prepared lessons
- That routines and predictability increase learning
- That we are committed to knowing each student as an individual & teaching to their needs
- To ensure student understanding and mastery of content and skills presented
- To make learning purposeful and engaging
- To help students to recognize and grow from mistakes
- To teach and learn together

In our interactions with children interpersonally, we agree...

- To find value in each child
- That we treat each child with dignity, respect & compassion
- That "fair" is not always equal; resources may look different based on student needs
- To model our expectations with our own behavior
- To make patience a priority and recognize when you need to step back for the benefit of the students and yourself
- To make sure students know we support them and we're in this together as a team
- To maintain confidentiality & be aware of surroundings
- That kids come to school doing the best that they know how to do
- To provide an environment that is safe both emotionally and physically
- That all students can grow and learn
- To understand that each child's perspective is their reality
- To consider developmental level and affective needs of each student individually
- To maintain positive and affirming interactions
- To look for the personal individual connections that will form a stronger community of learners

In our commitment to parents and community around academics, we agree...

- To encourage & appreciate volunteers
- To create a safe environment in which parents feel they can approach the teacher and the school
- That we value parents as a vital support in classroom and individual support
- To regularly & proactively communicate with parents openly, honestly and in a positive manner about student's academic progress and social/behavioral skills
- To provide proper training and protocols of expectations for volunteers
- To use newsletters, conferences, websites and letters to regularly communicate academic information
- That we will respect the confidentiality of all students and families in regards to academics
- To address special needs – so all students can participate fully in school & community
- To respond in a timely way
- To respect & understand different home environments & family cultures
- To invite and welcome parents to be personally involved in the school throughout the year

In our interactions with parents and community interpersonally, we agree...

- To represent our school and students in a positive and confidential way during interactions at school, during outside activities, and on social media
- To interact respectfully and kindly w/ parents and volunteers
- To show professionalism
- To communicate on a regular basis with our school families
- Staff participation at school functions & community events is vital to forming relationships
- To be ambassadors for education & NTPS
- To invite the parents & community into our schools
- That both parents and teachers have the child's best interest in mind
- To be knowledgeable of community resources and support
- That we are open in our communication and will respond quickly to parent concerns
- To listen to and respect family concerns about their children, even if it is not academically related
- That we will use appropriate communication skills to diffuse difficult conversations
- To be professional and confidential when discussing student and school issues
- That we will maintain positive language when discussing our learning community
- To honor and respect cultural diversity

In our commitment to our colleagues around instruction, we agree ...

- To continue to grow professionally
- We work collaboratively and respectfully and to share and be open to new ideas
- Using data effectively will guide instruction, placements & monitoring student progress
- We take ownership to solve problems & challenges
- To establish clear, high expectations for all students
- When tackling a new curriculum that we will:
 - Be open minded
 - Lean on each other for support.
 - Work on 1 aspect/smaller chunks
 - Use knowledgeable staff as resources in specific areas
- To create a workplace that is an emotionally & academically safe place to learn
- To ensure instructional objectives are consistent across a grade level
- To provide differentiated instruction to meet individual needs
- That we share professional responsibilities
- To discuss and collaborate student behavior for consistency
- That using teaching strategies that encourage collaboration between students produces graduates that are college and career ready

In our interactions with our colleagues interpersonally, we agree...

- To go to the source and have direct communication when we have concerns or disagreements.
- To trust that we are all professionals and do what we believe is best for our students
- It is important to have a supportive, friendly, kind and respectful staff.
- To collaborate
- To be supportive and helpful as we collaborate our skills & resources on behalf of our students
- We will establish effective lines of communication regarding student discipline issues.
- To maintain confidentiality and be aware of our surroundings
- To assume others are doing the best they can with information that they have and the situation they are in
- To maintain a sense of humor, when appropriate
- Decision making occurs inclusive of many perspectives
- We will maintain professionalism
- And we believe
 - Communication is essential
 - Respectfully delivered
 - Intentional-if there is an issue, need to go to the source
 - Being able to break barriers
- About sharing ideas openly and respectfully
 - Professionally and personally
- There is a great sense of community by
 - Greeting one another
 - Smiling
 - Accepting differences
 - Respecting different point of view
- Staff in various wings should have more interactions to improve personal & professional communications and relationships
- To allow venting, but also to provide support and solutions
- Stand-up for each other
- That bonding and social interactions as a group builds a sense of community.
- To make respecting our facilities a priority for both staff and students