



## FOUNDATION PRINCIPLES OF A CARING, LEARNING COMMUNITY

This document outlines the essence of our Thames Valley District School Board culture. It is the belief of our system that student learning will improve if these characteristics and behaviours are modeled within our system.

<i>Characteristics</i>	<i>Behaviours</i>
<p><b>INTEGRITY</b></p> <ul style="list-style-type: none"> <li>▸ Demonstrates honesty, fairness and trust</li> <li>▸ Respects and values others</li> <li>▸ Honours and celebrates the success of others</li> <li>▸ Is transparent</li> <li>▸ Consistently adheres to the moral principles and core values of the Board</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrates trustworthiness with students, staff, parents and the community</li> <li>• Models such principles of civility as trust, fairness, social responsibility, respect and inclusion</li> <li>• Recognizes the importance and value of employees as integral to success</li> <li>• Respects the time, energy and efforts of others and values the input of all</li> <li>• Trusts the professionalism of staff</li> <li>• Honours and celebrates work well done</li> <li>• Models the essence of the Board’s Vision, Mission and Values statements</li> <li>• Demonstrates equity and fairness in all dealings</li> <li>• Readily accepts responsibility for actions</li> <li>• Adheres to appropriate rules and regulations</li> </ul>



<i>Characteristics</i>	<i>Behaviours</i>
<p><b>QUALITY LEARNING</b></p> <ul style="list-style-type: none"> <li>▶ Puts learners first</li> <li>▶ Meets needs of all learners</li> <li>▶ Demonstrates a love of learning</li> <li>▶ Fosters the development of interpersonal relationships and interpersonal skills</li> <li>▶ Actively engages participants in learning</li> <li>▶ Ensures understanding and application of knowledge</li> <li>▶ Develops reflective thinkers and practitioners</li> </ul>	<ul style="list-style-type: none"> <li>• Considers students first as the basis for all decision making</li> <li>• Addresses learning needs of all in a creative, flexible manner</li> <li>• Ensures the safety and well-being of students and staff</li> <li>• Ensures that students and staff are treated in an equitable and respectful manner</li> <li>• Recognizes and supports the individual needs of learners to reach their potential</li> <li>• Demonstrates a concern for the growth of character and encourages students and staff to be contributing citizens who are accountable to themselves and to others</li> <li>• Integrates learning theories with the needs, backgrounds and spiritual/cultural understandings of the learner</li> <li>• Develops, supports, communicates and assesses clear, challenging and achievable expectations</li> </ul>
<p><b>CONTINUOUS IMPROVEMENT</b></p> <ul style="list-style-type: none"> <li>▶ Models growth</li> <li>▶ Balances priorities</li> <li>▶ Refines skills and procedures</li> <li>▶ Uses results for improvement</li> </ul>	<ul style="list-style-type: none"> <li>• Models curiosity, enthusiasm and joy for learning; is a lifelong learner</li> <li>• Models continuous professional growth and helps others to engage in the change process</li> <li>• Balances personal and professional life</li> <li>• Helps to enrich learning through effective programs and services</li> <li>• Engages in the refinement of skills to improve service</li> <li>• Models the use of technology to support learning</li> <li>• Plans for improvement and establishes improvement criteria to measure results</li> <li>• Contributes to making the world a better place in which to live</li> </ul>



<b>Characteristics</b>	<b>Behaviours</b>
<p><b>TEAMWORK</b></p> <ul style="list-style-type: none"> <li>▶ Encourages co-operation, collaboration and trust</li> <li>▶ Builds partnerships</li> <li>▶ Works with others to create and sustain a vision</li> </ul>	<ul style="list-style-type: none"> <li>• Works to create an environment which honours trust, loyalty and respect and encourages interaction</li> <li>• Invites family and community interaction with the school for student success</li> <li>• Works for consensus in creating specific, challenging and measurable goals</li> <li>• Uses collective experiences to enhance learning, to solve problems and to seek new alternatives</li> <li>• Demonstrates an openness to innovative ideas and approaches</li> <li>• Is dependable</li> <li>• Supports team decisions/actions once made/taken</li> <li>• Treats team members with dignity</li> <li>• Acknowledges and celebrates individual and group efforts, contributions and successes</li> <li>• Acts both as a team member and a team leader</li> </ul>
<p><b>COMMUNICATION</b></p> <ul style="list-style-type: none"> <li>▶ Is accessible</li> <li>▶ Gathers, interprets and shares relevant and correct information in a timely fashion to appropriate people</li> <li>▶ Listens actively for understanding</li> <li>▶ Responds effectively to concerns and issues</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrates interactive, open and honest communications with staff, students and community</li> <li>• Models empathy and understanding</li> <li>• Reaches out to parents and local communities, inviting them to share their knowledge and skills in supporting classroom and school activities</li> <li>• Shares information in a timely manner, using a variety of methods</li> <li>• Follows up to ensure that information was understood</li> <li>• Asks for and gives feedback</li> <li>• Supports and articulates support for the Board's Vision, Mission and Values, and for public education</li> <li>• Values and demonstrates precision in the use of language</li> </ul>



<i>Characteristics</i>	<i>Behaviours</i>
<p><b>PROBLEM-SOLVING AND DECISION-MAKING</b></p> <ul style="list-style-type: none"> <li>▶ Gathers and interprets information</li> <li>▶ Makes effective data driven decisions</li> <li>▶ Measures results</li> </ul>	<ul style="list-style-type: none"> <li>• Gathers information and feedback in a systematic manner</li> <li>• Establishes appropriate and realistic priorities</li> <li>• Builds capacity to identify alternatives and develop solutions</li> <li>• Engages others through shared problem-solving and conflict resolution</li> <li>• Recognizes concerns and identifies opportunities to address them</li> <li>• Embraces diversity and celebrates creativity to strengthen the school system</li> <li>• Makes high quality decisions and takes responsibility for outcomes</li> <li>• Demonstrates a willingness to take corrective action or modify decisions</li> <li>• Innovates through decision-making, initiating change and evaluating and communicating results</li> </ul>
<p><b>MENTORING</b></p> <ul style="list-style-type: none"> <li>▶ Motivates</li> <li>▶ Challenges</li> <li>▶ Encourages</li> <li>▶ Advises</li> </ul>	<ul style="list-style-type: none"> <li>• Models a high level of performance, skill and motivation</li> <li>• Provides guidance using appropriate policies and guidelines</li> <li>• Encourages collaboration among colleagues to improve skills</li> <li>• Provides opportunities to learn from experience</li> <li>• Identifies and supports growth needs of staff</li> <li>• Provides ongoing feedback to staff and students regarding their actions and decisions in order to build ownership and self-confidence</li> <li>• Motivates and inspires through sharing the vision</li> </ul>
<p><b>JOB-SPECIFIC SKILLS</b></p> <ul style="list-style-type: none"> <li>▶ Demonstrates proficiency in work related tasks</li> <li>▶ Provides leadership</li> <li>▶ Seeks improvement</li> </ul>	<ul style="list-style-type: none"> <li>• Exhibits care and commitment</li> <li>• Performs duties according to established standards and expectations</li> <li>• Manages time, expectations, costs and resources responsibly and effectively</li> <li>• Provides leadership to implement programs and adapt to change</li> <li>• Encourages collegial discussion of relevant issues</li> <li>• Encourages leadership in others</li> <li>• Recognizes that continuous professional growth is an integral part of A Caring, Learning Community</li> <li>• Stays current</li> </ul>