**Collective Commitments from Mason Crest Administrators**

**2017-2018**

In order to create the school we have described in our shared vision, we make the following commitments. We pledge that we will…

* Promote and protect our shared mission, vision, collective commitments, and goals and keep them at the forefront of all decisions and actions. In doing so we will confront ~~staff whose~~ actions ~~are~~ incongruent with our shared purpose and priorities and will attempt to buffer the staff from competing initiatives so they can devote their full energies to the professional learning community process.
* Build shared knowledge around the term “collaborative team” and the various structures they can take.
* Help staff understand the definition of ~~and~~ their role as a team member and *promote their strengths to the greatest benefit of the team*.
* Support the collaborative teams by providing them with sufficient time to meet, clear direction regarding the work to be done, ongoing feedback, and the training and resources necessary to help them succeed at what they are being asked to do.
* Provide all teams the Program of Studies, pacing guides, and resources and ensure the specialists working with those teams facilitate dialogue to promote a deep understanding of essential standards-learning outcomes *for both academics and behavior*.
* Build shared knowledge around team-developed common formative assessments and provide training that will enable them to easily and effectively disaggregate data to:
  + better meet the intervention and extension needs of individual students,
  + inform and improve practice of individual members of the team, and
  + improve the teams’ collective ability to achieve its SMART goals
* Provide examples of systems of intervention, extension and enrichment and work with staff to ~~create an effective~~ improve the system for all students.
* Model open communication by sharing important information in a timely manner.
* Create opportunities for leadership throughout the staff based on individual expertise and interest.
* Model, encourage, and plan for celebration as a part of our culture and approach initial efforts that do not achieve the intended results as opportunities to begin again more intelligently rather than as failures.