



## Hawthorne Staff Collective Commitments 2022-2023

**Climate:** We operate in a climate of respect, honesty and hard work, recognizing the need to be adaptable and open to change

### Behaviors that **Support** Positive Climate:

- We will use clear, concise, consistent, and respectful communication that allows for a safe place to share ideas and listen to other ideas using established norms.
- We will create an environment where others feel safe to share ideas collectively, compromise and celebrate other's strengths to promote positive relationships. We will create a system for repair when we have disagreements (positive approach to solving conflicts).
- We will take care of ourselves by setting boundaries and not overcommitting. In turn, we will be more available for students and other team members. We will appreciate and give gratitude to ourselves and others.

### Behaviors that **Impede** Positive Climate:

- We will avoid isolation from our team, working on our own with a fixed mindset.
- We will be direct about problems and be willing to have difficult conversations. We will effectively communicate by avoiding negativity.
- We will avoid negativity by leading with professionalism, following through, and being mindful of others.



## Hawthorne Staff Collective Commitments 2022-2023

### High Student Achievement: We are committed to ensuring that all students achieve at high levels

#### Behaviors that **Support** High Achievement:

- We will build trust with parents and students through open and effective communication.
- We will collaborate as a staff to support student achievement using a data-driven approach (PLC).
- We will support student achievement through positive and frequent feedback and provide opportunities for students to take ownership of their learning.
- We will continue to pursue high-quality professional development relevant to our content area.
- We will encourage and model prosocial behavior.

#### Behaviors that **Impede** High Student Achievement:

- We will explore and identify personal and professional values, while respecting the values and boundaries of others.
- We will communicate directly, honestly, and with the willingness to both give and receive feedback.
- We will approach problems with a growth mindset and personal responsibility, with a willingness to look at new ideas.
- We will not let dishonesty or an unwillingness to receive feedback impact our ability to achieve our goals.
- We will not allow outside stressors to affect our ability to impact student learning in a positive way. We respect and value our time and boundaries, as well as our colleagues'.
- We will not approach problems with a fixed mindset. We will avoid putting blame on things outside of our circle of control.