

## Qualities/Characteristics of a Region 15 Candidate

### **A Region 15 candidate:**

- Is patient, empathic, compassionate, flexible, understanding, coachable, welcoming, humble, intellectually curious, open-minded, willing to listen, caring, a clear communicator, relatable, is a 'people person', resilient, persistent, has grit, is a life-long learner, unbiased, emotionally-available, good listener,
- Demonstrates grace and capacity for forgiveness and is not easily offended
- Represents/reflects all our students
- Sees the vision for the future of the position they are applying for
- Is an asset to the Region 15 community: Builds upon the strengths of the team
- Is a collaborator who will work with others in the building and other experts
- Is committed to what they do and to the people they work with
- Brings humanity to the content they teach
- Establishes a positive and collaborative relationship with families

### **Region 15 candidate demonstrates:**

- A growth mindset
- Willingness to listen to other perspectives and willing to learn from that and grow
- Ability to take feedback and constructive criticism and learn from it
- An effort to understand students and their perspectives; identifies and makes a connection with them
- Has a passion for education and learning
- Exudes positivity and enthusiasm - "It is their job, but also their joy!"
- Willingness to learn and participate in professional development
- Enthusiasm for student growth
- Willingness to take risks and make mistakes in the pursuit of learning and improvement
- An active role and passion for inclusivity, equity and diversity; Sees social justice, anti-bias, anti-racism as absolutely necessary
- Courage to speak the truth and the ability to express it in a way that builds consensus and community
- A willingness to have conversations about difficult topics in a space where students can deeply dig into complex and critical questions
- An awareness of student mental health, reaches out students and does not rely on students reaching out to them; recognizes students who are struggling (both academically and emotionally)
- An openness to learn from students
- An awareness of tone
- An ability to collect, analyze, and act upon results of data

**A Region 15 candidate teaches/leads through:**

- Focus on strength based approach rather than what people/students cannot do
- Prioritizes an emotionally safe classroom environment over teaching content
- Proactive rather than reactive responses
- Willingness and ability to look at curriculum with the intent to be equitable and inclusive
- Successfully responding to and handling parent concerns
- Creation of lessons, projects, opportunities to learn about multiple perspectives
- A desire /ability to use 'out of the box' creative techniques
- Willingness to collaborate with colleagues to develop authentic experiences for students
- Unique perspectives
- Willingness to do more than just their 'job'; wants to contribute to the community beyond school hours (chaperone a dance, go on a field trip, volunteer, etc)
- Valuing student perspectives - and invites those perspectives to enrich their classroom
- Modeling uncomfortable situations
- Stepping up and saying something to bias, prejudice, discrimination and harnesses teachable moments