

CaliberSchools

Values

Detailed Language and Definitions

Our values guide HOW we operate in service of our mission: Caliber's Mission is to achieve educational equity by shifting the experiences, expectations and outcomes for students in historically underserved communities. Our strengths-based educational program validates, affirms, respects and supports students, families and staff members to reach their full potential.

F: Feedback

Everyone is committed to a culture of feedback, development and continuous improvement.

- **Committed to** means we are both proactive (actively seeking out feedback) and reactive (responsive when feedback is given)
- **Feedback** comes from anyone -- coaches, peers, direct reports, and stakeholders
- **Development** means we are authentic and vulnerable with ourselves and with each other in creating a culture of psychological safety -- because we believe that we grow and learn based on that feedback
- **Continuous improvement** means we are always in a learning stance; recognizing our own gaps in knowledge and seeking experts to support our growth

A: Affirmation + Validation

We validate and affirm the identities, strengths and passions of each person.

- **Validate** means we seek to understand and honor
- **Affirm** means that we take a stand and are actively non-oppressive
- **Identities** includes includes awareness of the various identities community members hold and self-awareness of our own identities and potential biases
- **Strengths:** we focus on the strengths each member of our communities bring each day
- **Passions:** we understand that people are most driven by their passions and we celebrate the way their passion manifests in our work

C: Collective Responsibility

It is everyone's collective responsibility to work in service of and alongside our school communities.

- **Collective responsibility** means that we do our best each day, as individuals and as a team
- **In service of** means we ask for what our students and parents want to achieve and support that, rather than imposing our own desires and agendas.
- **Alongside** means we believe our students and families bring important skills to the table that are no less important than ours, and that we partner and collaborate with them
- **School communities** are our Caliber students, families, staff, and other connected community members

E: Empathy + Kindness

Situations and people are approached with empathy and kindness.

- **Empathy** means genuine listening, inquiry, and seeking the “why”
- **Kindness** means humility and openness, especially in difficult or uncomfortable situations and without lowering expectations