

Estacada School District



Standards of Excellence

Collaboration



Working together to achieve common goals.

- Seek the perspective of others to support the needs of all through the highs and lows.
- Put others first through a service mindset.
- Exhibit collective responsibility.
- Find joy in other's successes and celebrate all wins.
- Share the belief that all of our students can demonstrate learning at a high level.

Innovative



Encourage one another to be creative thinkers in order to accomplish our purpose.

- Use a growth mindset by continually searching for better solutions.
- Courageously try new things.
- Remain solution-focused and driven.
- Cultivate an environment of wonder, excitement, and discovery.
- Use data to drive decisions or outcomes.

Respect



Respect in our relationships builds and sustains feelings of safety, trust, and well-being in self, others, and our systems.

- Act with empathy, integrity, and transparency.
- Value everyone by listening to understand and respond in constructive, positive ways.
- Honor all of the faces of diversity.
- Know and set aside bias when collaborating to maintain professionalism.
- Lean forward as an equitable educator, healing potential harm, creating a brave space for students and staff.

Empathy



Understand different perspectives and care about the well-being of each other and those that we serve.

- Striving to understand the feelings, perspectives, and experiences of others in order to walk in their shoes.
- Foster personal connections and relationships among all.
- Embrace Culturally Responsive, trauma-informed, and restorative justice practices.
- Avoid making assumptions about the culture, behaviors, and motivations of others.
- Become aware of the causes of students' and families' silence, and persevere to further engage them.

Consistent



Staying true to our core values to provide structure in an ever-changing organization.

- Set clear structures, boundaries, routines, and expectations to ensure students and staff can expect consistency in their work environment every day.
- Unified in our best practices.
- Ensure our individual actions, processes, and systems are in alignment with the school building and district goals.
- Communicate in a consistent and reliable manner with all.

Perseverance



Doing our best through hard work, dedication, patience, and persistence.

- When possible, view obstacles as opportunities even if it means failing forward.
- Never give up on ourselves or each other.
- Steadfast in keeping focused on our mission despite difficulties, obstacles, and challenges faced while striving towards success.
- Be flexible and embrace change.
- Celebrate overcoming obstacles as the reward is worth the work.