

Herricks Public Schools

Portrait of a Graduate



HERRICKS PORTRAIT OF A GRADUATE

The Herricks School District is committed to preparing our students for success today and into the future. While important, mastery of content knowledge is not sufficient in preparing our students for college and careers. In our rapidly changing world, many of the professions our students will be engaging in do not exist today. Our focus includes the development of the skills and competencies our students will need to be prepared for in the later part of the 21st century. As such, we have created a Portrait of a Graduate for Herricks, which includes six essential competencies that we want our students to master before they graduate from Herricks. The Portrait of a Graduate serves as the District's "North Star", guiding our programs through the 21st century.

The process of creating the Herricks POG was a multistep undertaking, which engaged a large group of community Stakeholders over several years. Stakeholders represented the various constituents in the District, including faculty, administration, parents, Board of Education members, alumni and students. In addition, community members and leaders in higher education who understand current workforce trends in different areas shared their expertise with the committee. A smaller POG Task Force led in the steering of this initiative. There was an amazing level of energy and enthusiasm displayed by participants as we analyzed, discussed and created a Portrait that is unique to Herricks. Part of the process also involved the creation of a graphic visual representation of our work.

The competencies included in the District's Portrait are known as the 6Cs. These are: Collaboration, Communication, Critical Thinking, Creative Innovation, Compassion and Confidence. This POG document contains a working definition and description of each of the competencies. These definitions were created over the course of several sessions with our Stakeholder group and underwent several revisions to ensure that we captured the essence of our goals for students. Because Herricks has been engaged in the work of EdLeader21 for several years, many of these competencies are already being developed in classrooms throughout the District. Appropriately, there is overlap between the competencies and other District initiatives, including social-emotional learning, and our emphasis on student-focused instructional practices and cognitive engagement. In addition, there is an alignment between the competencies and our standards-based elementary report cards. Teachers should use this document as a guide, as you incorporate the development of the 6Cs in your lessons. The next steps in the POG process will be continual professional development and an alignment between these competencies and classroom assessment techniques to ensure that what is being taught is also being measured.

We are very excited to provide this Portrait of a Graduate document to you. We hope that you will continue to embrace these competencies in your instruction, find new ways to challenge students to grow in these areas and serve as a role model of the 6Cs for our students.



COLLABORATION

Working Definition: *Collaboration is the ability to communicate openly and effectively, using listening skills to build trust while demonstrating open-mindedness, flexibility and respect in working with others towards a common goal.*

Can Do Statements: Herricks graduates can...

- Work efficiently with a group to create and achieve a common goal.
- Actively listen and contribute to the ideas of a group or community, and revise their own thinking to develop a deeper understanding.
- Resolve conflict in a respectful manner by listening to all voices and points of view.
- Build inclusive and trusting relationships within a diverse community or group.
- Demonstrate their commitment to their group by contributing equitably and fulfilling their assigned roles.

Descriptors of Collaboration:

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| <ul style="list-style-type: none">• Common goals• Being respectful (conflict resolver)<ul style="list-style-type: none">– understanding that everyone has something to contribute• Open-minded/build upon ideas/building relationships• Works well with others• Equity• Self-reflection• Distributed leadership/distributed roles/taking responsibility• Managing expectations• Self-management• Building relationships with students and teachers• Conflict resolver• Checking ego | <ul style="list-style-type: none">• Perseverance• Taking responsibility• Team mentality• Sharing = caring• Listening skills• Communicate openly/effectively• Trust• Risk taker• Build upon ideas• Focus• Leadership• Flexibility• Participate actively• Self-regulation• Common goals/purpose |
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COMMUNICATION

Working Definition: *Communication is the ability to effectively and respectfully exchange ideas through multiple modalities to a targeted audience.*

Can Do Statements: Herricks graduates can...

- Articulate thoughts and ideas clearly using oral, written and nonverbal skills.
- Actively listen to decipher meaning, including knowledge, values, attitudes, intentions and cultural cues.
- Respectfully exchange ideas with cultural understanding, global awareness and appropriate tone.
- Expand conversation, ask questions and consider opposing viewpoints for a deeper exchange of ideas.

Descriptors of Good Communication:

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| <ul style="list-style-type: none">• Active listener• Mindful• Articulate• Present/engaged• Know your audience• Willingness to share• Written and verbal skills• Use of multiple mediums• Body language/social cues• Follow up/feedback• Eye contact | <ul style="list-style-type: none">• Tone• Clear and concise• Language skills• Empathy• Non-verbal communication• Open-minded/growth mindset respectful/non-judgmental• A skilled communicator who listens and shares ideas clearly and effectively, keeping the audience and purpose in mind• Technology skills |
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CRITICAL THINKING

Working Definition: *Critical thinking engenders life-long learners who synthesize and evaluate information, generate questions and expand on prior ideas to identify new solutions.*

Can Do Statements: Herricks graduates can...

- Synthesize information to expand current understanding.
- Set aside their personal biases to objectively consider the ideas of others.
- Consider multiple perspectives and resources to interpret new knowledge.
- Verify the validity of information, find truth in differing claims, discern fact from fiction and ask questions that lead to sound judgment.

Descriptors of Critical Thinking:

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| <ul style="list-style-type: none">• Self-regulation• Identifying biases• Adaptability• Determining relevance• Reasoning/logic• Evaluating• Information literacy/identifying content• Provides/listens to feedback• Solves problems• Apply knowledge | <ul style="list-style-type: none">• Content mastery/fluency
Interpretation• Application of skill(s)• Curiosity• Open-mindedness• Technological literacy• Emotional intelligence• Global perspective• Logistical• Analyzing• Revision process/iterative |
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CREATIVE INNOVATION

Working Definition: *Creative innovation is embracing an overall spirit of curiosity to create change and implement new ideas.*

Can Do Statements: Herricks graduates can...

- Take risks in order to make change.
- Identify problems of importance to particular groups and respond with solutions that benefit the targeted audience.
- Persevere through moments of failure to overcome obstacles.
- Embrace a growth mindset throughout the problem-solving process.
- Challenge existing systems and explore alternative pathways toward new ideas.

Descriptors of Creative Innovation:

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| <ul style="list-style-type: none"> • Risk taker | <ul style="list-style-type: none"> • Apply what you learned | <ul style="list-style-type: none"> • Taking the road less traveled |
| <ul style="list-style-type: none"> • Ability to conceptualize and implement | <ul style="list-style-type: none"> • Multiple perspectives | <ul style="list-style-type: none"> • Originality |
| <ul style="list-style-type: none"> • Observation skills | <ul style="list-style-type: none"> • Research skills | <ul style="list-style-type: none"> • Understanding what you're trying to solve |
| <ul style="list-style-type: none"> • Troubleshooting | <ul style="list-style-type: none"> • Exposure | <ul style="list-style-type: none"> • Growth mindset |
| <ul style="list-style-type: none"> • Adaptability | <ul style="list-style-type: none"> • Foreseen impacts/unintended consequences | <ul style="list-style-type: none"> • Identify Problem – social, political, environmental |
| <ul style="list-style-type: none"> • Thinks outside the box | <ul style="list-style-type: none"> • Resources | <ul style="list-style-type: none"> • Artistic |
| <ul style="list-style-type: none"> • Reflexivity | <ul style="list-style-type: none"> • Leave your comfort zone | <ul style="list-style-type: none"> • Build on prior ideas – teamwork |
| <ul style="list-style-type: none"> • Perseverance | <ul style="list-style-type: none"> • Access | <ul style="list-style-type: none"> • Problem-solver |
| <ul style="list-style-type: none"> • Confidence | <ul style="list-style-type: none"> • Open to new ideas/learns from others | <ul style="list-style-type: none"> • Creative culture |
| <ul style="list-style-type: none"> • Learns from failure | <ul style="list-style-type: none"> • Digital/technology skills | |
| <ul style="list-style-type: none"> • Imagination | | |



COMPASSION

Working Definition: *Compassion is the cultivation of sensitivity and empathy, offering kindness and respect toward oneself and others, without judgement.*

Can Do Statements: Herricks graduates can...

- Treat others with kindness and respect by considering diverse perspectives and valuing differences without judgement.
- Practice self-compassion, embrace vulnerability, self-advocate and prioritize their mental health and wellness.
- Advocate for others through community service, charity work and/or club involvement to support those in need.
- Recognize the impact of one's own cultural, social and political landscapes, including different biases to promote unity.
- Demonstrate empathy through listening, sharing and acknowledging the feelings of others.

Descriptors of Compassion:

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| <ul style="list-style-type: none">• Empathetic – seeks understanding• Unbiased• Global awareness• Bias awareness• Non-judgmental• Accepting/celebrating diversity• Sensitivity• Balance• Listener• Equity• Inclusivity• Understanding perspective• Students need knowledge related to cultural, political, social contexts | <ul style="list-style-type: none">• Understanding/acknowledging differences• Being selfless• People skills• Being open-minded• Kindness• Advocate for others or a cause• Respectful• Sympathetic• Insight• Good listener• Self-awareness |
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CONFIDENCE

Working Definition: *Confidence is the ability to take risks, be resilient and express oneself in the face of challenges.*

Can Do Statements: Herricks graduates can...

- Access self-reflection and self-awareness to promote their own growth and interaction with others.
- Respectfully advocate for their decisions even in the face of resistance from others.
- Compromise or modify their needs when the greater good so indicates.
- Without hesitancy, initiate conversations and have command of their public voice.

Descriptors of Confidence:

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| <ul style="list-style-type: none"> • Stepping out of your comfort zone, with help from peers and encouragement from teachers • Self-reflection • Self-directed • Faith and trust in yourself • Strong understanding of content • Courageous • Unafraid to take risks <ul style="list-style-type: none"> - Public speaking - Initiate conversation speak mind • Content mastery | <ul style="list-style-type: none"> • Asks questions • Moxie • Feeling safe in your environment • Grit • Self-awareness • Resilience • Autonomous • Adaptable • Independent • Internal praise • Strong foundations | <ul style="list-style-type: none"> • Self-efficacy • Emotional understanding • Motivation • Not afraid to fail • Perseverance • Learning from past failures • My own biggest cheerleader • Experience and knowledge • Staying grounded |
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