

# Tumwater's Four Pillars

*Building Blocks for Signature Strategies and Key Actions*



The Goals and Measures of Student Progress clarify the outcomes we want for our students; the ENDS we desire for all learners.

Our Four Pillars are the “means to the ends.” They are the **building blocks** for goal-directed action, data-informed decision-making, and need-based allocation of resources.

Without foundation, nothing is secure. The Four Pillars provide a durable framework for defining the **strategies** and **key actions** we must **do well** to achieve our goals for student learning, growth, and success.

PILLAR

# A

**Differentiated  
& Culturally  
Responsive  
Instruction**

## TEACHING & LEARNING

is the core function of our school system. We create stimulating and challenging learning experiences for all students. We deliver instructional programs that build on our students' diverse background, learning style, and preferences. We give our students voice and choice in the direction of their learning, and we provide targeted intervention in a timely manner to help them stay on-track.

PILLAR

# B

**Strong  
Relationships  
with Families  
& Community**

Because **SCHOOLS CAN'T DO IT ALONE**, we embrace families and community members as partners. We involve them in setting the direction and goals for our schools and district, consistent with our shared responsibility for student success. We sustain trust and commitment through proactive communication, mutual respect, transparency, and sound stewardship of the community's resources.

PILLAR

# C

**Shared  
Responsibility for  
Results-Focused  
Collaboration**

By **INVESTING IN PEOPLE**, we acknowledge that student learning and growth rests on the quality of our professional practices and the effectiveness of our teachers, leaders, and staff. We offer meaningful continuous learning opportunities for our people, and promote a culture of evidence-based collaboration. We nurture safe and welcoming environments for learning and work.

PILLAR

# D

**Culture of  
Excellence  
& Accountability**

With our focus on **BRINGING IT ALL TOGETHER**, we align people and programs to our goals and allocate resources equitably, based on need. We make decisions based on fact, not opinion. We promote individual and collective accountability and a culture of data-informed continuous improvement. We honor dedication and celebrate our progress, individually and collectively.