

### **Listen with respect and curiosity**

We listen without judgment, seek to understand, and focus on solving the problem—not critiquing individuals. We balance objectivity with emotion and ensure all voices are heard, always considering how our work impacts students.

### **Act in service of students and the whole district**

We prioritize school success, wellbeing, and equity while keeping a district-wide perspective. We honor differences across schools, programs, and communities, even as we represent our own groups.

### **Engage fully and come prepared**

Members are present, prepared, and invested, contributing thoughtfully and staying focused on decisions that support positive outcomes. W.A.I.T. (Why Am I Talking/Why Am I Not Talking)

### **Communicate clearly, purposefully, and consistently in support of students**

We actively solicit feedback with a clear purpose, understand what and how information can be shared, and maintain consistent messaging across stakeholder groups.

### **Honor confidentiality and collective ownership**

We define and respect confidentiality, share input without attribution, use a “parking lot” to capture ideas, and stand behind recommendations as a unified Committee focused on what is best for students.