

SHARED COMMITMENTS

It is a privilege to be a member of the Noblesville Schools administrative team, and that privilege comes with great responsibility.

Every member of this team believes in, commits to, and agrees to hold themselves and other leaders accountable to the following ideals.



**NOBLESVILLE
SCHOOLS**

June 2026

OUR LEADERSHIP

We understand and respect the role and authority of the school board, and the critical symbiotic relationship between their leadership and ours.

We understand and respect the structure of the administrative team in terms of individual roles, responsibilities, and authority, and the lanes each role operates within at both the building and district levels.

We always model the expectations we set for both staff and students in all aspects of our work and actions.

We strive to be servant leaders, dedicated to supporting and empowering others and elevating the entire school community.

We lead with authenticity, integrity, transparency, and a constant focus on what is best for the children, staff, and community that we serve.

We take responsibility for every decision that is made by ourselves and those under our leadership, collectively celebrating our victories and taking ownership and accountability for setbacks.

We believe that our district thrives when there is a shared vision and well-defined goals with action steps that are clearly communicated and defined.

OUR DECISION MAKING

We ensure that student experiences and outcomes are at the forefront of every decision made, and that our decisions are grounded in evidence, data, and best practice.

We strive to maintain a current understanding of the law and realities we operate under, while seeking to understand when flexibilities exist and when it is appropriate to leverage those flexibilities.

We demonstrate consistent, ethical leadership with integrity, fairness, and transparency in all actions and decisions.

We make thoughtful, well-informed decisions by considering how each decision may affect other schools, our students, departments, and staff, allowing space for reflection and looking at situations through a wide lens.

We consider multiple perspectives and reflect, yet also move to action without undue delay due to an over reliance on collaboration, respecting that many decisions can and should be made independently by leaders with the experience and authority to do so.

We consider how our decisions today will affect our long-range goals, anticipating unintended consequences and planning proactively for the future.

We are willing to make tough decisions and lead courageously, even when decisions may be unpopular, with the understanding that thoughtful, intentional choices lead to stronger outcomes.

OUR COLLABORATION + COMMUNICATION

We value collaboration and the opportunity to examine issues and challenges from multiple perspectives.

We reject silos in favor of collective problem-solving, leveraging diverse expertise and building shared ownership to achieve far more than any individual could alone.

We assume positive intentions in communication and in times of conflict or dissonance.

We value transparency and active listening, which fosters trust and minimizes confusion or conflict.

We seek to understand before seeking to be understood.

We maintain confidentiality to build trust and protect the dignity of students, families, and staff.



OUR RELATIONSHIPS

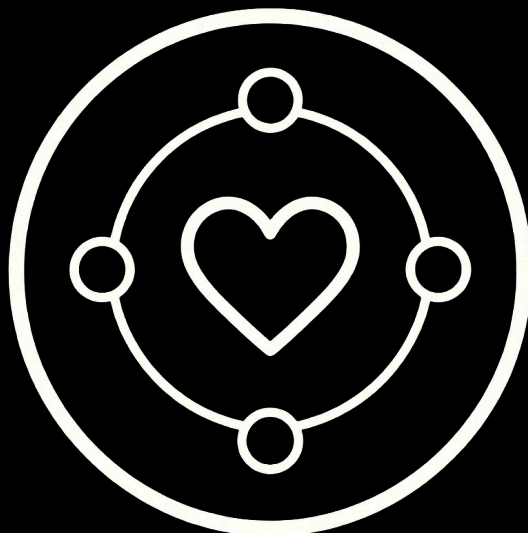
We are relationship-driven, recognizing that authentic leadership through engagement, trust, and connection are the foundation of all successful schools.

We strive to be safe and approachable for all stakeholders. We believe that our teachers and support staff are our allies and partners, and that we are all on the same team working together for the betterment of our district and the community we serve.

We support our staff both professionally and personally, fostering an environment where staff want to come to work and creating a sense of belonging, engagement, community, growth, and purpose.

We trust our teachers as professionals and place great priority in uplifting the teaching profession.

We listen, problem solve, empower, support professional growth, and celebrate alongside our educators knowing our shared purpose is student success.



OUR STUDENTS

We believe every child deserves access to high-quality instruction, and we expect high levels of learning for every student.

We consider the needs of each individual child before decisions are made, and do not simply stick to a black and white process when gray may be appropriate.

We always remember that our decisions impact the lives and futures of people's children, and no decision is made without pausing to reflect on that fact.

We foster an environment where children want to come to school, providing them with a consistent sense of belonging and engagement in all spaces.

We remove barriers so every child can thrive.

We strive to be leaders, in Indiana and nationally, in regard to programming, experiences, and outcomes for students.



OUR COMMUNITY

We understand the critical importance of public perception, support, and engagement, and the impact each decision we make can have on these things.

We collaborate with families to better understand and support each child, valuing the whole learner.

We are committed to building community partnerships with families, businesses, and non-profits to support the mission and vision of Noblesville Schools and our students.

We remain mindful of the community where we serve, honoring its history, traditions, values, and needs.

