

Purpose

We support and nurture effective teaching and learning at Cascade by:

- Cultivating a safe and positive learning environment for students and staff;
- Providing clarity and focus for staff to move Cascade toward the goals of 100% graduation, the next 20% meeting standard, and 0% differential among subgroups of students;
- Inspiring and challenging staff members to continue to grow in instruction, collaboration, and purposeful use of data in order to meet these goals;
- Providing resources for staff members in support of student learning;
- Nurturing staff leadership and social capital;
- Partnering with families and the community to promote student learning;
- Providing a filter for prioritization for tasks and responsibilities.

Operating Agreements

We value our time together:

- We prepare agendas in advance. Agenda items include time estimate and outcome (information, discussion, decision).
- We are prepared, on time, and attentive in meetings.
- We each propose agenda items; final agenda is set by the principal.
- We keep our conversation on topic during meetings.
- We communicate immediately if we have an emergency and cannot attend a meeting.

We treat each other respectfully, professionally, and equally:

- We listen respectfully, without interrupting.
- We take responsibility for voicing our thoughts and opinions.
- We respect diverse points of view.
- We ask clarifying questions.
- We assume good intentions.
- We support all decisions made by the team.

We make decisions and take actions we believe to be in the best interest of students:

- We base our decisions on evidence.
- We work to align our practices and decisions to provide for consistency and equity.
- We consider the implications of our decisions and actions for staff.
- We learn from the past, but our focus is on now and the future.
- We use our best professional judgment at all times.

The School of Pride: Every student, college, career, and citizenship ready.