



GIRLS PREPARATORY SCHOOL

Tenets of Faculty and Staff Excellence

GPS Mission: Girls Preparatory School inspires each girl to lead a life of integrity and purpose by engaging her mind, cultivating her strengths, and nurturing her self-confidence and respect for others.

GPS Values:

- **Honor:** At GPS girls develop strong character; they learn to take responsibility for their own actions and understand the importance of keeping their word.
- **Respect:** At GPS self-respect and respect for others go hand in hand; girls treat each other as they would like to be treated and learn to embrace their differences.
- **Curiosity:** At GPS each girl is encouraged to be curious about the world around her by asking questions, challenging assumptions, and thinking critically.
- **Individuality:** At GPS each student is unique, loved for who she is and for whom she has the potential to become.
- **Relationships:** At GPS friendships are built to last a lifetime, and respect and support are at the core of every relationship among students, faculty, and staff.

GPS Tenets of Faculty and Staff Excellence: As leaders in girls' education, we celebrate each girl for the unique gifts she brings to our school, on-campus and off. We prioritize healthy connections and relationships, fostering a culture where she is known, she is heard, and she is empowered to use her voice. This culture of acceptance and belonging nurtures and lifts her up in mind, body, and spirit so that she can find her place and discover her potential with confidence and joy for dynamic engagement in a rapidly changing world. Faculty and staff are called to serve and support each student in a learner-centered and collaborative culture that is aligned with our mission and values.

As members of the GPS community, faculty and staff:

1. Understand and advocate for the needs of girls

- a. Create an environment that allows differentiation in learning and expression,
- b. Commit to the current best practices for girls' education, and
- c. As building relationships are important to girls' education, seek opportunities for engagement with students beyond the classroom.

2. Demonstrate expertise and a devotion to lifelong learning

- a. Possess qualifications that promote excellence,
- b. Thoughtfully pursue professional development and personal growth, and
- c. Be receptive to feedback and growth opportunities.

3. Act with integrity, responsibility, and professionalism

- a. Exercise trust in self and others;
- b. Model and hold high standards for behavior and performance;
- c. Serve as ambassadors of the school within our internal community, Chattanooga, and region/nationwide;
- d. Advocate and support our school, its mission, values, and vision; and
- e. Personify the mission, values, and vision of GPS both on and off-campus at all times.

4. Encourage curiosity, risk-taking, and innovation in ourselves and our girls

- a. Cultivate a willingness to adapt and try new ideas,
- b. Create a supportive space for failure and recovery, and
- c. Celebrate and sustain the successful efforts of our students and colleagues.

5. Invest in collaborative relationships

- a. Share, explore, and reflect across departments and divisions;
- b. Extend beyond our immediate circles; and
- c. Find inspiration in the accomplishments of others.

6. Cultivate respect for all members of the community

- a. Seek to know and value how our colleagues contribute to our success;
- b. Communicate professionally, honestly, and openly;
- c. Assuming positive intent, address disagreement with civility and in the appropriate context and environment; and
- d. Affirm the dignity and worth of each individual, appreciating and upholding the principles of belonging, diversity, and inclusion.