

Performance Norms for School Staff

Washington Heights Expeditionary Learning School

Open communication

All staff will work to have intentional, open, efficient and thoughtful communication. Structures will be created to establish methods of communicating information. Decisions will be made in a thoughtful way considering multiple perspectives and communicated in a timely manner. When conflict arises, we go to the person and handle it directly and compassionately.

Balance

Priorities will be established and respected so that the workload is balanced and sustainable.

One voice

We will all take responsibility to hear all voices, and moving ourselves to one message that we can stand behind and share.

Students at the center of our work

Throughout all of the work that we do, we will continuously ask ourselves ‘is this good for our students?’. This will help us take responsibility for our actions and decisions.

All hands on deck

We will all hold ourselves to high expectations and do what we say we will do. All staff will support one another and check in on how we are doing towards meeting our goals. Where we see space to support one another, we will step up to help.