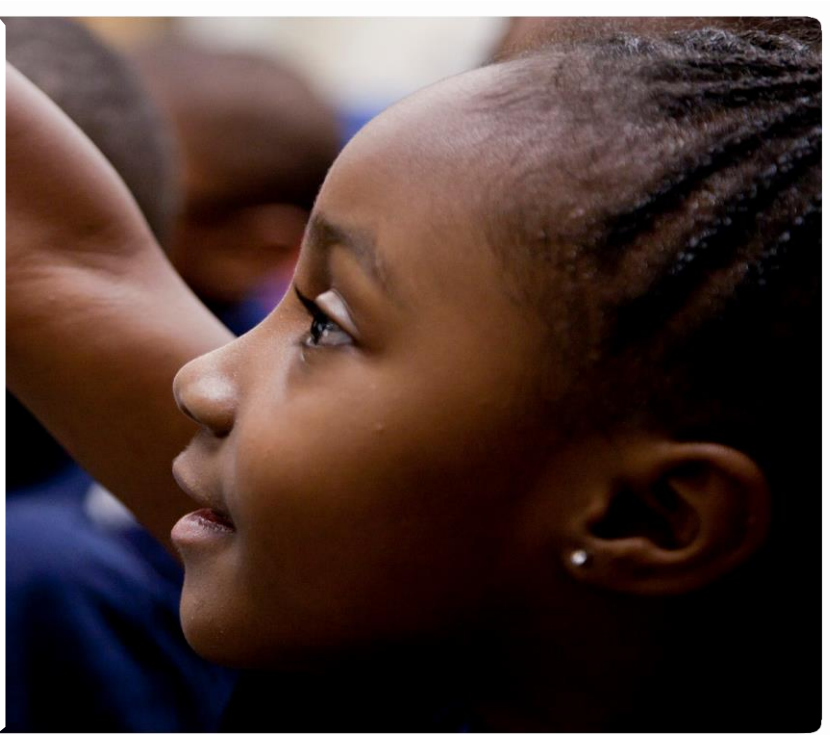




Brooke
CHARTER SCHOOLS

Organizational *Values*



► **We are driven by an urgent mission**

- ✓ The achievement gap is a massive social justice issue. That fuels our passion.
- ✓ Our scholars deserve the kind of education we would want for our own kids. We respect our students' families and their communities and know they want the best for their children.
- ✓ Our mission is urgent – this is our students' only chance at an education.
- ✓ The work is hard but worth it. We'll do all we can to make the work sustainable, but it will never be an easy job...

► **Great teaching closes the achievement gap.**

- ✓ Great teaching is not easily or quickly mastered. Therefore we constantly reflect and work to improve ourselves.
- ✓ Strong relationships are a necessary context for great teaching.
- ✓ Great teaching is leadership – it requires a strong vision of who we want our kids to be.
- ✓ Great teaching reaches ALL kids.
- ✓ The extent to which we achieve operational greatness has a significant impact on the extent to which we will have great teaching.

► **We are all leaders.**

- ✓ We are proactive in identifying and fixing problems.
- ✓ Our positivity influences others:
 - ◆ We enjoy spending time with kids. We laugh at and with them (but we don't belittle or mock them).
 - ◆ Expressing gratitude strengthens us. Complaining saps our collective strength.
 - ◆ We value emotional composure.

► **We grow best together.**

- ✓ We value collaboration.
 - ◆ We believe that diverse teams are stronger than individuals.
 - ◆ We assume the best intentions of each other.
 - ◆ We listen to each other. We openly and directly communicate. We reflect together.
 - ◆ We respect and collaborate with our students' families and communities.
- ✓ We embrace productive change.