

LEARNER-CENTERED CULTURE

@ Gregory-Portland ISD

High-performing public schools change lives. What happens here determines what is possible next. What happens here opens doors, removes barriers, and provides abounding opportunities for a lifetime.

Here at G-PISD we **EDUCATE**, **INSPIRE**, and **EMPOWER** based on the beliefs and values collectively embraced for the benefit of our PEOPLE —children, and children at heart— who live, learn, work, and grow together in our schools and community. Here, we commit to continuous personal and professional improvement and the truth that every student, every person is capable of progress that leads to success.

High-performing schools are created by high-performing people. People who find their place to belong within a team, within a culture where caring comes first and mistakes are opportunities for growth. A culture that fosters communication, courage, inclusion, integrity, and selflessness. A culture requiring practiced behaviors that exhibit those values; a culture based on common good, common need, and a common vision. A culture where our strength is found in relationships. Where success is discovered together through the adventure of overcoming challenges and being vulnerable enough to take the risk necessary to rise. A culture where people know, believe, and prove that their success is without limit when they choose to be kind, compassionate, generous, and genuine -- to be real and relatable with one another.



**LEARNER-CENTERED CULTURE**
VALUES / BEHAVIORS

 **Communication**

- You listen extremely well and embrace feedback
- You seek to understand before responding
- You write and speak concisely, clearly, and with kindness
- You provide feedback to your team with great candor and respect
- You adapt to communicate with diverse audiences (i.e. languages, backgrounds)

 **Courage**

- You develop and openly share new ideas, solutions, and possibilities
- You challenge assumptions, and do not rest or rely on "the way we've always done it"
- You make tough decisions without agonizing or long delay
- You take informed risks, and are open to possible failure as an avenue for growth
- You question actions that are inconsistent with these behaviors

 **Inclusion**

- You treat every person with respect and kindness, regardless of position, age, abilities, etc.
- You actively and openly welcome new team members, students, families, etc.
- You recognize we all have our own perspectives and biases, and work to see beyond your own
- You honor the absent, inspire others, build relationships, and develop mutual trust
- You take appropriate action when another person is, or feels, marginalized or excluded

 **Integrity**

- You only say things about others that you are willing to share with them
- You are known for being genuine, honest, and transparent
- You admit mistakes openly, and take responsibility
- You act with good intent, assume the best, and extend grace to others without reservation
- You manage taxpayer and/or donor dollars wisely and honorably

 **Selflessness**

- You seek what is best for the people in Gregory-Portland ISD, not only yourself or your team
- You are humble and open-minded about others' great ideas and contributions
- You make time to help other people succeed, including those within and outside your team
- You adopt and own decisions that are made, extending support and grace even when you may not agree or have all the answers immediately
- You are known for being generous, empathetic, and compassionate