

**Students First:** We put our kids' needs at the forefront of everything we do.

- Makes decisions that puts students first and holds people accountable for doing the same.
- Changes practices and makes decisions to put what is best for our students, before what is best for adults.
- Gives students the tools and resources they need to succeed and advance.
- Is culturally responsive and honors students through supporting their needs, life experiences, culture and family.
- Supports the child's educational, safety, social and emotional needs to help him or her thrive.
- Seeks opportunities to connect work with students.
- Motivates students to strive for their dreams using asset-based approaches to identify and build on student strengths.
- Models healthy social and emotional behaviors for students.

**Collaboration:** Together as a team, we think, we work, and we create in order to reach our goals.

- Contributes to the team as a learner and a leader.
- Recognizes the strength in individuals working as a team and puts energy into ensuring one's team lives the Shared Core Values in pursuing goals.
- Leverages people's strengths.
- Builds relationships across DPS.
- Is open-minded, flexible and adaptable.
- Models shared decision-making to reach the best decision and supports the next steps.
- Provides opportunities for multiple perspectives to be heard and captured.
- Engages with team members to help support a healthy work environment.

**Integrity:** We tell the truth, and we keep our promises.

- Actions match words.
- Behaves consistently with respect for self and others.
- Does the right thing when no one is looking.
- Does the right thing even when it is inconvenient.
- Acts with authenticity, honesty, professionalism and transparency.
- Acknowledges and addresses input, data and information even when it is difficult to do so.
- Acts with respect toward others while maintaining a safe and supportive environment.

**Accountability:** We take responsibility for our individual and collective commitments; we grow from success; we learn from failure.

- Seeks opportunities for continuous improvement and communicates the "why."
- Explains and communicates reasons for decisions.
- Gives, receives and applies feedback.
- Does what they say they will do and when they say they will do it; works to make it right when they don't or finds a solution if they cannot.
- Commits to providing excellent service and products.
- Delivers results.
- Maintains a strong commitment to making well-being a priority and supports others to do the same.

**Equity:** We celebrate our diversity and will provide the necessary resources and supports to eliminate barriers to success and foster a more equitable future for all our kids.

- Uses conflict resolution protocols to engage in difficult conversations about race and other inequities.
- Challenges and changes practices to ensure what we do works for all students.
- Consistently asks whose voice is missing.
- Is inclusive in his or her work by involving others (parents, students, community members and educators).
- Acknowledges limits of one's own perspective and personal bias.
- Provides differentiated support to students and educators.
- Engages promptly and effectively with everyone.
- Shows up as "authentic self" while creating a culture of belonging where differences are celebrated.

**Fun:** We celebrate the joy in our work and foster in our students a joy and passion for learning to last their whole lives.

- Brings joy to one's work and others.
- Begins positive; remains positive; ends positive. Chooses one's attitude.
- Recognizes people and their contributions in ways that are meaningful to individuals.
- Taps into one's passion for learning and motivations for impact.
- Creates an atmosphere where people can be their authentic self.
- Engages educators and students to foster a spirit of Our DPS.
- Finds opportunities to "make their day."
- Engages in lifelong learning.
- Engages self and others by incorporating movement and laughter into the workplace.