



## **Vision**

Learn...Lead...Serve

## **Mission**

Huron Intermediate School District is dedicated to educational leadership, effective programs, and quality services in collaboration with community partners to educate all learners.

## **Guiding Principles**

- ❖ We effectively communicate accurate information within the organization and to all of our stakeholders to enhance quality and increase collaboration.
- ❖ Student Achievement is a priority as we provide leadership and guidance to help every student reach their potential.
- ❖ As a service organization, we focus on innovation, efficiency, the use of research-based practices, continuous improvement, and quality leadership in response to local education agency needs.
- ❖ Accurate and meaningful achievement and process data is used to answer questions, allocate resources, and drive decisions.
- ❖ We are a community of reflective, lifelong learners who are dedicated to professional development and personal growth.
- ❖ We conduct ourselves with integrity and professionalism.
- ❖ The safety and well-being of students and staff is a priority.

## **Expectations**

### **Support a Culture that Excels:**

- Commit to the Mission, Vision, Guiding Principles, and Expectations
- Make data-driven decisions and promote research-supported practices
- Be an active participant that positively contributes to the goals of the team
- Build positive relationships with all stakeholders; understand the strengths and needs of self and others
- Represent the HISD positively at all times; address concerns internally
- Ensure all decisions are student centered
- Use the HISD Decision Making Process

- Be invested; show personal ownership and commitment to quality
- Provide service to others that feels special and customized to their needs; Be flexible and go the extra mile
- Utilize technology proficiently

**Professionalism:**

- Be positive, kind, respectful, polite, courteous, and tactful to all
- Before repeating, THINK, is this True, Helpful, Inspiring, Necessary, and Kind. Shut down gossip by redirecting the conversation.
- Value others
- Treat guests with hospitality
- Keep a clean, organized, welcoming work environment
- Maintain a professional appearance
- Ensure student, staff, and stakeholder confidentiality at all times
- Demonstrate honesty, integrity, and professionalism
- Exercise personal technology etiquette
- Follow safety standards at all times
- Support adherence to the Employee Handbook, HISD Policies, and Procedures

**Commitment to Growth:**

- Ask for assistance when needed
- Promote a growth mindset in all
- Be flexible and adaptable to changing and stressful environments or situations
- Commit to ongoing personal and professional growth; Grow from your mistakes and accept feedback

**Communication:**

- Consistently communicate clearly and accurately in person, electronically, and in written formats, with all stakeholders
- Be transparent, share important information
- Assume best intentions of the speaker and consider different viewpoints.
- Seek to understand through clarification and active listening and engagement

**Timeliness:**

- Attempt to follow a "24-hour rule" to respond to requests
- Demonstrate timely, reliable, in-person attendance; arrive to work and meetings on time
- Be accurate and timely in completion of duties; handle multiple responsibilities and prioritize as necessary