

Collective Commitments from Alisal Elementary Administrators 2018-2019

In order to create the school we have described in our shared visions, we make the following commitments.

We pledge that we will...

- Promote and protect our shared mission, vision, collective commitments, and goals and keep them at the forefront of all decisions and actions. In doing so, we will address any actions or behaviors that are incongruent with our shared purpose and priorities and will attempt to buffer the staff from competing initiatives so they can devote their full energies to the professional learning community process.
- Build shared knowledge around the term "collaborative team" and the various structures they can take.
- Support collaborative teams by providing them with sufficient time to meet, clear direction regarding the work to be done, ongoing feedback, and the training and resources necessary to help them succeed at what they are being asked to do.
- Provide examples of systems of intervention, extension and enrichment, and work with staff to create an effective system for Alisal.
- Model open communication by sharing important information in a timely manner.
- Create opportunities for leadership throughout the staff based on individual expertise and interest.
- Model, encourage, and plan for celebration as a part of our culture and approach initial efforts that do not achieve the intended results as opportunities to begin again more intelligently rather than as failures.



