

# The Center for Creativity, Innovation and Discovery

## PROFESSIONAL CULTURE AT CCID

### **Professional Values**

The Center for Creativity, Innovation and Discovery, (“CCID”) recognizes that its people are its most valuable resources, should be treated as such, and should be supported in their professional development so that they can teach, collaborate, create, innovate, grow, and contribute at optimum levels. Employees will receive the same concern, respect, and caring attitude from the school that they are expected to provide to students, families, colleagues, administration and board members in the CCID community.

CCID’s administrators, teachers, and staff embrace the workplace values listed below:

- Teamwork and collaboration
- Safety, Physical and Professional
- Systems and Procedures
- High quality work
- Responsible use of time and resources
- Effective and respectful communication
- Tolerance and respect
- Professional dress and conduct
- Continual improvement

### **School’s Mission**

CCID expects all employees to support the mission of the school.

#### **Mission Statement**

The Center for Creativity, Innovation and Discovery is a student-centered, K-8 charter school that provides a challenging, place-based, integrative STEM-centered curriculum. CCID uses research-supported instructional strategies, a positive learning environment and collaborative student-community partnerships to foster a passion and curiosity for the STEM disciplines.

### **Professional Commitments**

CCID is committed to recruiting, hiring, and retaining the best qualified people, while recognizing the importance of and encouraging the value of diversity in the workplace.

CCID is committed to providing our teachers and staff with the tools and training needed to operate in the most efficient and effective manner and to fostering motivation for the same.

CCID is committed to providing a competitive salary and benefits package to its teachers and staff and providing training and development for career enhancement.

CCID is committed to providing a work environment and culture that is safe, healthy, secure, and conscious of long-term family and community goals.

CCID is committed to establishing, administering, and effectively communicating sound policies, rules, and practices that treat all employees with dignity and equality while maintaining and expecting a high standard of performance.

### **Professional Qualities of CCID Employees**

- Have passion
  - Be hungry to improve your knowledge and skills
  - Be better
  - Seek opportunities for professional development
- Be open
  - Personal accountability
  - Humility
  - Receptive to feedback
  - Receptive to better systems
- Control what you can control
  - Control your tone and expressions
  - Control your words and speech
  - Control how you greet and treat others
  - Control how you use your time
  - Control the nature and type of conflicts with which you will engage
  - Control the quality of your work
- Play well with others
  - Share information
  - Speak professionally of students, families, colleagues, administration and board members
  - Support others' success
  - Meet deadlines
  - Do not burden others by not completing tasks thoroughly

- Assume Good Intent
  - Think the best first
  - Be loyal
  - Don't make assumptions
  - Do research before drawing conclusions
- Have fun
  - Enjoy your work
  - Foster a “can do” attitude in yourself and others
  - Smile and interact amicably with colleagues and others