

TAUNTON PUBLIC SCHOOLS -

Leadership Norms and Beliefs for Administrators



1. If you want to work in Taunton, being loyal and a strong team player is a must.
2. In order to be part of the team, you need to contribute during meetings.
3. Collaboration is a must, and we are smarter together than we are alone.
4. Leadership is about relationships, and you can't lead from your office.
5. Put people first, paper (and emails!) second.
6. Believe in your teachers and staff, and stay focused on students.
7. Face-to-face communication is always best, especially with sticky situations.
8. Discuss the "un-discussable," but do it respectfully and without judgment.
9. Always take the high road, and don't let people push your buttons.
10. Skilled leaders are able to resolve issues at their level 99% of the time.
11. Disagreements, criticisms, and conflicts are healthy and essential, as long as they happen in the group.
12. Once a decision has been made, support it publicly (and your colleagues) whether you agree or disagree.
13. Talk about what works, not just what doesn't.
14. Recognize that if one of us looks bad, we all do, and work hard to give colleagues the information they need to be successful.
15. If you call out a problem, be prepared to work on the solution.
16. Always stay positive, and try to keep your bad days to yourself.
17. Think about what you expect from your staff, and hold yourself to the same high standards.
18. Consistently practice the *TPS TORCHH Core Values*.

Our core values [what we believe...]

TRUST: We believe that confidence in each other and a belief in each person's commitment to the educational process create the conditions necessary for children to grow and achieve.

OPTIMISM: We believe that vibrant educational environments foster student engagement and joyful learning and help to develop a positive outlook for all.

RESPECT FOR ALL: We believe in the importance of accepting and celebrating all human differences, and treating each student, family and staff member with dignity and respect.

COLLABORATION: We believe that teamwork and partnerships are essential, and we are stronger and smarter together than we are alone.

HIGH EXPECTATIONS: We believe high academic standards keep us motivated and engaged, leading to higher levels of achievement.

HARD WORK: We believe that effective effort and a strong work ethic culminate in positive performance.