**Our Culture**



These principles and practices form our culture and commitment to becoming an

Antiracist Multicultural Organization. As PSESD employees, we remain accountable

to these principles and practices in order to achieve our END: Success for Each Child and Eliminate the Opportunity Gap by Leading with Racial Equity.

We lead with racial equity

We trust and are trustworthy

We foster joy, laughter, celebration and health

We are responsible, accountable, and results focused

We resolve conflict in a professional and timely manner

We act with integrity and treat all stakeholders with respect

We value and seek diversity and the participation, initiative, and opinions of all stakeholders

We communicate regularly and encourage feedback to foster personal growth

We take risks and view unexpected results as opportunities to learn

We work in cooperation with each other and depend on teamwork

**** **Model the Way**

Clarify values by finding your voice and

affirming shared values. Set the example by

aligning actions with shared values.

 **Inspire a Shared Vision**

Envision the future by imagining exciting and ennobling possibilities. Enlist others in a common vision by appealing to shared aspirations.

 **Challenge the Process**

Search for opportunities by seizing the

initiative and looking outward for innovative

ways to improve. Experiment and take risks

by constantly generating small wins and

learning from experience.

 **Enable Others to Act**

Foster collaboration by building trust and

facilitating relationships. Strengthen others

by increasing self-determination and

developing competence.

 **Encourage the Heart**

Recognize contributions by showing

appreciation for individual excellence.

Celebrate the values and victories by

creating a spirit of community.