



Hickman Mills C-1 School District

Standards of Professional Commitments

	Staffing	Accreditation	Racial Equity	Communications & Community Engagement	Finance	Safe & Supportive Climate
	<i>I will...</i>					
Integrity	<p>Communicate in a manner that models integrity.</p> <p>Be honest.</p> <p>Not engage in gossip or negative conversations.</p> <p>Conduct district business in an ethical manner.</p>	<p>Give 100 % everyday for students, staff, and parents.</p> <p>Ensure ethical behaviors are promoted.</p>	<p>Stay engaged in the District's Racial Equity work.</p> <p>Locate myself daily on the compass.</p>	<p>Correct false information with facts.</p> <p>Be an ambassador for the District and only positively promote it to the public.</p>	<p>Follow district protocol when handling monies, using charge cards and spending of funds.</p>	<p>Report accidents that occur at work.</p> <p>Report unsafe conditions immediately.</p> <p>Promote safe work practices.</p>
Respect	<p>Listen to HMC-1 colleagues and respect the opinions of others.</p> <p>Be open to hearing multiple perspectives.</p>	<p>Provide equal educational opportunities for learners with diverse talents.</p>	<p>Honor the multitude of cultures in the HMC-1 District.</p> <p>Honor the 4 agreements of the Courageous Conversations Protocol.</p>	<p>Communicate respectfully by using words like; please, thank you, & have I been helpful.</p> <p>Welcome, value and respect all HMC-1 stakeholders.</p>	<p>Use district funding and materials for their intended purpose and follow the district's policy and procedures.</p>	<p>Establish a clean, safe workplace.</p> <p>Seek training before using district equipment.</p> <p>Use district equipment as trained.</p>
Caring	<p>Promote a caring work environment.</p> <p>Have empathy for others.</p>	<p>Demonstrate concern for the physical, social, moral, and cognitive development of staff and students.</p>	<p>Focus on closing the racial achievement gap while improving academic performance of all students.</p> <p>Conduct all job responsibilities in a caring and respectful manner.</p>	<p>Show compassion to co-workers to create a caring environment that is evident to all.</p>	<p>Take care of District materials and equipment.</p>	<p>Maintain safe driving practices.</p> <p>Promote personal wellness through the Employee Assistance Program.</p>

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Teamwork	Engage in professional collaboration with colleagues, students, and staff.	Promote and support the district's goals towards earning full accreditation.	Ensure there are multiple racial perspectives around the table when making decisions that impact students, staff, and parents. Ensure the success of all students by engaging with parents/guardians.	Help create community partners to provide resources to HMC-1 families. Collaborate with co-workers to analyze and solve issues. Work with other schools to provide an excellent learning environment for students.	Remain abreast of general district finance information.	Work with my co-workers to maintain/improve my personal wellness to benefit HMC-1.
Dependable	Follow District policies for professional staff conduct. Exhibit high expectations for self, students and staff.	Ensure rigorous, grade level appropriate content is provided for all students. Implement the district instructional priorities with fidelity.	Consistently use the Courageous Conversation protocol in order to engage, sustain and deepen interracial dialogue about race. Interrupt racial inequities when they are present.	Promote active learning, student engagement, and parental/community involvement within the school and throughout the district. Be well-informed and effectively communicate about HMC-1 District practices and programming.	Be fiscally responsible with district funding.	Follow OSHA guidelines to ensure my safety and the safety of others. Provide a safe environment for learning. Provide a safe environment for employees. Wear HMC-1 ID badge at work. Use district provided personal protective equipment.

I have read and agree to adhere to the HMC-1 Standards of Professional Commitments.

Staff Signature

Date

Print Name::-----