



## Staff Expectations

**We are a national model of Biblical living, individual and community transformation, and exceptional educational outcomes. We are salt and light to the glory of God.**

Therefore, I commit to:

- **Prioritize personal spiritual development and engagement**
  - Regularly spend time in God's Word
  - Engage regularly in community worship
- **Model our Core Values of Christ First, Sacrificial Love, Biblical Discipleship, and Radical Expectations**
  - Recognize the important role I have in representing St. Marcus inside and outside of school
  - Ensure my social media engagement is aligned with our Core Values
  - Support the spiritual, physical and emotional safety of students, families, and staff
  - Act in alignment with our core values and our code of conduct
- **Maintain a growth mindset (along with parents and students)**
  - Recognize our own brokenness and dependence on Christ's grace
  - Teaching is hard. Commit to learn and grow as an educator and as a Christian
  - Remain open to new ideas, approaches, and feedback
  - Maintain high belief in our students and our families
  - Commit to recognizing and challenging inequitable beliefs, mindsets and practices
- **Engage fully as an educational partner**
  - Initiate and respond to communications as soon as concerns arise
  - Encourage and praise students
  - Complete professional tasks in a timely manner
  - Seek out opportunities to serve the school community
  - Always act in ways to ensure the safety of our students and community
- **Uphold and adhere to the fundamental school expectations:**
  - Be fully prepared, ready, and present for the start of the before school team meeting
  - Strive to exceed staff dress code expectations as a model for students
  - Actively engage in staff meetings and PDs and respect and follow meeting norms
  - Proactively communicate any situations that arise or illnesses with my supervisor before 6am
- **Respect the school's Christ-centered focus:**
  - Treat all members of the school community with kindness
  - Communicate to students with love and respect, even when they are misbehaving
  - Assume the best & communicate with other adults with love and grace even when I'm frustrated
  - Engage in appropriate critical conversations when necessary, always in person

Thank you for your partnership. We honor and respect your role as a team member.