

Theory of Action of Professional Learning

- If we create structures for personalized, job-embedded, inquiry-driven learning, supported by the CSTPs
- If we facilitate meaningful professional developments and workshops
- If we empower teachers to self-direct their learning based on their needs
- If we build time and structures for reflection
- If we provide thoughtful and constructive feedback
- If we cultivate well-trained experienced teachers as mentors

Then teachers will fully engage in growing their professional practice and earn their clear credential

And *then* the quality of teacher and student learning and student achievement will flourish.



Theory of Action of Positive Culture

- If we build trusting relationships throughout the whole community
- If we sustain a safe and confidential space for participants by engaging in active listening and mutual respect
- If we engage in learning opportunities on identity safety, anti-bias, restorative and trauma-informed practices and culturally responsive pedagogy
- If we cultivate teachers' emotional resiliency
- If we foster a culture of appreciation, celebration, collaboration and connection

Then teachers will feel supported and have a positive induction experience

And *then* teachers and students will have a sense of belonging to the community; their attitudes, behavior and achievement will thrive.



Mission

Our mission is to support the development and retention of effective, culturally-conscious and fully-credentialed teachers who drive their own learning and leadership practices and commit to educating all children.



Vision

Teachers are supported and empowered to develop their teaching practice and reflective capacities with the purpose of improving outcomes for student achievement. Teachers are supported to build trusting relationships with their colleagues and students, and to cultivate their emotional resiliency.

Mentor teachers are empowered and effective in their leadership practices and their impact on participating teachers' growth.

Our culture of support has a positive impact on teachers' teaching, learning and leadership practices.



Core Values

- ◆ We build trusting relationships with our participants and know that learning cannot occur without these relationships.
- ◆ We strive to bring people together because we believe individuals work better in positive and resilient communities where they share a true sense of belonging.
- ◆ We believe people grow through reflection and an awareness of how their beliefs and experiences influence their work.
- ◆ We commit to providing authentic support with the highest levels of integrity.
- ◆ We advocate for both teachers and students and create opportunities to develop effective, equitable and excellent learning conditions for all.