



The Jewish Academy

Our Core Middot

We are:



The Jewish Academy

Growth minded

1) REFLECTIVE

We strive to improve, welcome feedback, and desire to better ourselves not just as educators but as people as well.

2) ROLE MODELS

We are emotionally consistent, patient, and reliable. When surrounded by challenge, we maintain our values.

3) RESILIENT

When challenges arise, we persevere and maintain commitment to our values & goals.

WE DO NOT:

- 1) Give up.
- 2) Expect overnight success or easy victories.
- 3) Believe in a fixed mindset.

Positive

1) DAN L'KAF ZECHUS:

We assume the best in our students and peers. We treat people as they are made: b'tzelem elokim

2) BUILDERS

We speak intentionally with a desire to build and make others better. We say "we" instead of "I".

3) SOLUTIONS FOCUSED

We see "challenges" that we embrace rather than "problems" that we complain about.

WE DO NOT:

- 1) Assume the worst in others.
- 2) Emphasize deficiencies.
- 3) Hold grudges and/or pass blame

Owners

1) LEADERS

We take on a "whatever it takes" mentality to succeed. We step up *without* being asked in order to do what is needed for *our* team.

2) RESPONSIBLE

We hold *ourselves* accountable. We consider ourselves the Principals of our classroom. We are responsible for our students success.

3) HARD WORKING

We rise to the challenge. It's our *job* to be leaders. Leaders embrace challenging students & tasks.

WE DO NOT:

- 1) Consider ourselves martyrs or victims.
- 2) Expect others to do lead.
- 3) Wait to be told in order to act.

The Jewish Academy Core Middot Commitment



The Jewish Academy
INSPIRATION · INNOVATION · VALUES

Team success is built upon a commitment to embodying a set of core values, attitudes, and goals. It is important to speak out, market, and reaffirm these values on a consistent basis. These values may appear to some as obvious. However, in the book *Path of the Just* (Mesillat Yesharim), the Ramchal writes: "But according to their familiarity and to the extent that their truth is evident to all, so too is their neglect very prevalent and forgetfulness of them very great." Just because we know something to be true, doesn't guarantee it will be lived out in practice. We must reaffirm constantly that which is most core to our being (particularly in the challenges moments in the classroom)

I am an owner

I am the Principal of my Classroom.

I am paid to be a *leader* rather than an *employee*.

I hold myself accountable.

I am responsible for my students' success.

I have plans, goals, and a vision which I consistently market and share with my students and their parents.

I dress for success.

I speak enthusiastically about career goals and professional choices.

I achieve success that *earns* respect.

I am prompt and on time.

I embrace challenges.

I am positive

I treat others as they are made: b'tzelem elokim.

I assume the best in my students, their families, and my colleagues.

I speak intentionally with a desire to build and make others better.

I enjoy attending faculty meetings and look forward to supporting our team.

I compliment people, places, and things.

I am grateful toward my students, their families, and our school.

I sit *with* other rather than *across from* others at meetings.

I put challenges in front of *us* rather than between us (or sliding it toward you).

I listen, ask questions, and accept that I may not fully understand the issue.

I genuinely value others perspective and am ready to listen.

I am growth minded

I am patient with myself and others.

I recognize that there are no overnight successes or easy victories.

I research best practices for my own growth.

I *own* my growth and don't wait for others to do it for me.

I reflect on my lessons and on my approach to my students/parents/collogues.

I am knowledgeable, yet strong enough to ask for help.

I appreciate feedback.

I am resilient.

I see past the deficiencies of my students and focus on their G-d given strengths/talents.

I embrace staff meetings and trainings as an opportunity to build and grow.

I take on tasks to help others grow (*even if it is not written in my contract*).

I subscribe to and read the professional literature.

I sign this whole heartedly. If I have questions/reservations, I know I can reach out to my administration to openly discuss any of these above points before signing. [SIGN ONLINE BY CLICKING HERE.](#)

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