

Character.Org

DEAC February 21, 2018

Alamo Heights Independent School District

Our Mission

The Alamo Heights Independent School District, the heart of our community whose passion is excellence, will educate and empower every student to excel academically and as a confident, compassionate citizen with impeccable character and a global perspective through engaging, personally challenging, and relevant experiences that inspire learning for life.



STRATEGIC PLANNING

Ensuring the Tradition of Excellence for the Next 100 Years



Why?

Strategies:

- We will demand all learning be engaging, personally challenging, and relevant.
- We will aggressively confront the social and emotional issues of our community.
- We will close the achievement gap.
- We will create an environment where impeccable character is modeled by and expected of each individual.
- We will ensure a high-performing faculty and staff to accomplish our mission.
- We will create a culture of participation that ensures equitable access to academic and extra-curricular activities.

Communicate and Collaborate

- Speak and write with clarity and purpose
- Graciously give and receive constructive feedback
- Listen compassionately to support others
- Listen to decipher meaning
- Assume shared responsibility in collaborative work
- Value the contributions of others
- Balance individual goals with group goals
- Work flexibly as leaders and contributors

Alamo Heights Learners express themselves purposefully, clearly, and creatively in their speaking and writing, as well as other forms they find personally effective and rewarding. As a result of their education and experiences, Alamo Heights Learners craft an authentic identity as leaders. They are able to restrain their individual goals to contribute to the collective efforts of a team and do not privilege speaking over listening. Rather, listening is valued as an essential communication tool. Alamo Heights Learners possess the skills to efficiently and responsibly communicate in all phases of daily life, from face-to-face interactions to social media.

Employ Skills for Life

- Develop strong work ethic and exhibit professionalism
- Take risks, accept challenges and value the learning that comes from failure
- Demonstrate adaptability and flexibility in an ever-changing world
- Apply learning to real-world situations
- Effectively manage time, assess progress and evaluate results
- Display grit and resilience in the face of challenge
- Exhibit exceptional character

In tandem with academic skills, Alamo Heights Learners acquire the core skills needed to support success in higher education and the work place. Alamo Heights Learners are persistent in the face of challenge and courageous by taking risks in thinking. Personal responsibility and integrity are acknowledged as the pillars of character and of community. Alamo Heights Learners can anticipate and respond positively to shifting environments and situations. In addition, Alamo Heights Learners demonstrate personal accountability through integrity, punctuality, and workload management.

Engage Socially and Globally

- Model a spirit of mutual respect for all
- Understand their relationship and responsibility to society
- Value diversity as a strength
- Understand and engage in local, national and global issues
- Exhibit responsible digital citizenship
- Communicate effectively in more than one language
- Add value to the world through service

Alamo Heights Learners respect their own culture as well as the values, traditions, and personal histories of others to the point of empathy. Recognizing the strength of bilingualism, Alamo Heights Learners promote and seek language learning. Contributing to a more just, sustainable and peaceful society, Alamo Heights Learners give back through service in service learning in the community and beyond.

Why?

Why?

ALAMO HEIGHTS TASK FORCE REPORT

Findings and Recommendations

June 30, 2016

Recommendations

1. Partner with Character Education Partnership (character.org) for the purpose of character development for our schools, parents, and community, culminating in becoming a National District of Character.
2. Implement the 11 Principles of Effective Character Education framework to ensure that our character development efforts are intentional, on-going, and consistently implemented across campuses, and in forms that students relate to.

ELEVEN PRINCIPLES OF CHARACTER EDUCATION

Effective character education:

- PRINCIPLE 1** Promotes core values.
- PRINCIPLE 2** Defines "character" to include thinking, feeling, and doing.
- PRINCIPLE 3** Uses a comprehensive approach.
- PRINCIPLE 4** Creates a caring community.
- PRINCIPLE 5** Provides students with opportunities for moral action.
- PRINCIPLE 6** Offers a meaningful and challenging academic curriculum.
- PRINCIPLE 7** Fosters students' self-motivation.
- PRINCIPLE 8** Engages staff as a learning community.
- PRINCIPLE 9** Fosters shared leadership.
- PRINCIPLE 10** Engages families and community members as partners.
- PRINCIPLE 11** Assesses the culture and climate of the school.

A Framework for School Success



PRINCIPLES OF EFFECTIVE CHARACTER EDUCATION

 **Character.org**

PRINCIPLE**1**

The school community promotes core ethical and performance values as the foundation of good character.

Core Values

1.1

Stakeholders in the school community select or assent to a set of core values.

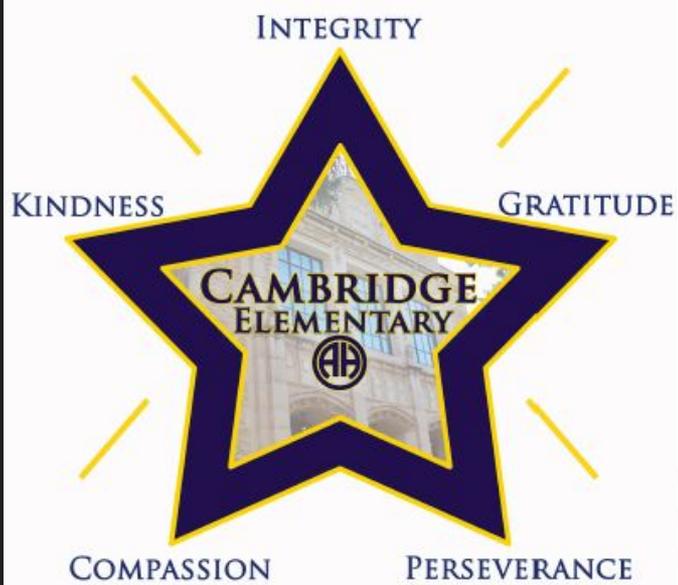
Key indicators of exemplary implementation:

- ❑ A highly inclusive, representative group of stakeholders (professional and other staff, parents, students, and community members) has had input into, or at least assented to, the school's core ethical and performance values. If the district selected the values or if the values have been in place for a long time, current stakeholders have been involved in ongoing reflection on the values in order to ensure their continuing relevance to the present school community.
- ❑ Staff members understand how and why the school selected its core values and affirm the importance of core values in guiding the behavior of all those in the school community.

Why do you believe
it is important to
teach core ethical
values in school?

What objections
might a community
member have?

Your response?



e Values

AT CAMBRIDGE, WE SHOW
**INTEGRITY,
GRATITUDE,
PERSERVERANCE,
COMPASSION, AND
KINDNESS**

IN EVERYTHING WE DO,
EVERYTHING WE SAY,
AND EVERYWHERE WE GO!

Alamo Heights Independent School District Profile of a Learner

The *AHISD Learner Profile* articulates the knowledge, skills, and attributes our students will need to pursue individual dreams and positively impact the world upon graduation.

Alamo Heights Learners:

Develop A Healthy Sense of Self

- Engage in self-reflection to understand one's personal strengths and unique gifts
- Recognize and address personal needs and challenges
- Make thoughtful choices that cultivate fulfillment and a balanced life
- Take responsibility for personal choices, actions and mistakes
- Develop and nurture healthy, loving relationships
- Live a physically healthy life
- Openly express themselves with humility and vulnerability

Alamo Heights Learners make informed and proactive choices in living healthy and balanced lives. Alamo Heights Learners reflect regularly upon success, failure, and their own learning, as well as on themselves as learners. Strong and stable school relationships and connectedness are key protective factors in the lives of Alamo Heights Learners. Moreover, they see even the most formidable challenges and failures as opportunities for personal growth.

Seek Knowledge and Understanding

- Exhibit intellectual curiosity
- Master a broad, rich curriculum
- Actively construct and demonstrate knowledge and skills
- Inherently value their own learning
- Nurture lifelong enthusiasm for learning
- Maximize resources to expand their learning environment

Throughout their school careers and beyond, Alamo Heights Learners apply the knowledge and skills of core disciplines and the arts in the quest of understanding. Although the individual pace and path of the curriculum is calibrated to match differentiated student needs, mastery of a rigorous curriculum is developed through active construction of knowledge. Alamo Heights Learners pursue personalized and passion-based learning outside of classroom walls supported by community partnerships and unique time and space configurations.

Think Critically and Creatively

- Approach the world and others objectively
- Evaluate evidence and question assumptions
- Challenge existing mindsets and ways of thinking
- Identify, frame and solve multidimensional problems

Alamo Heights Learners demonstrate intellectual curiosity and resourcefulness and apply imagination and inventiveness in the creative process. Alamo Heights Learners cultivate a moral thoughtfulness and possess the tenacity and persistence to deeply understand and take action on complex problems. They make objective decisions after considering the potential consequences of their actions and are willing to grow as a result of the experience.

Core values in...

In the Profile

Core Values

In action 5-10 total

Subgroup

March 1 (3/29)

4:15-5:30 pm

Sign up with Frank

Report back

April 4

DEAC meeting

Agenda

- 4:15-4:30 read pages 5-7 from character.org
- 4:30-4-35 review artifacts.
- 4:35-4:50 common elements in DEAC work
- 4:50-5:15 fit into Profile categories

INTEGRITY

KINDNESS

GRATITUDE



COMPASSION

PERSEVERANCE

AT CAMBRIDGE, WE SHOW
INTEGRITY,
GRATITUDE,
PERSERVERANCE,
COMPASSION, AND
KINDNESS

IN EVERYTHING WE DO,
EVERYTHING WE SAY,
AND EVERYWHERE WE GO!



Live Honorably, Act Humbly, Model Dignity

We understand that how we act, what we say, and what we display reflect our character and the values of the Alamo Heights community. We show integrity in all of these areas.

Instilling the Eight Keys of Excellence

[AHISD Eight Keys on Webpage](#)

Integrity

Positive Values & Positive Behaviors

Failure Leads to Success

Mistakes Provide Opportunity

Speak with Good Purpose

Positive Words & Positive Intentions

This is It

Carpe Diem (Seize the Day)

Commitment

Focused Goals & Focused Vision

Ownership

Accountability & Responsibility

Flexibility

Adjust the Course

Balance

Mind, Body & Soul

HEB District of the Year

Reflection,

innovation,

and continuous improvement

Task: Pull common elements in DEAC work

Write one value per sticky note.

Write largely so we can see them.

When everyone is done, we'll post the on the wall in like groups.

Task: Align with the Profile

Healthy Sense of Self: - DIGNITY

Seek Knowledge: CURIOSITY

Think Critically: COURAGE

Communicate & Collaborate: ALTRUISM/NOT
SELFISH/HUMILITY

Skills for Life: INTEGRITY & RESILIENCE

Engage Socially: RESPECT & EMPATHY

The End: thanks!

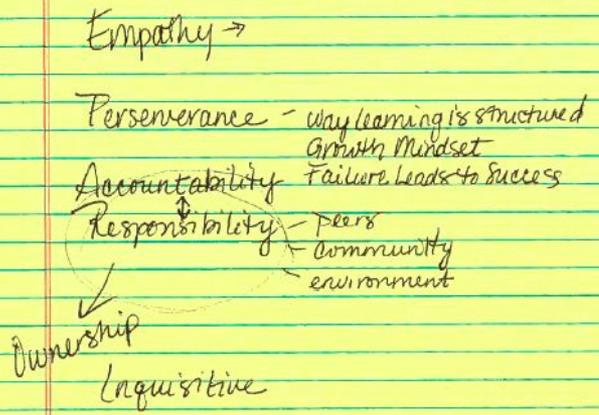
Core Values

W 2.21.18

- Inclusion: encompasses in large part many of the profile blueprint, perhaps other word for it... compassion, acceptance, spirit of ~~mutual~~ mutual respect
- Life-long learners: not just students, but ^{tl} tchrs., parents, & also learning fun / to grow yourself as a well rounded person, we don't stop / we continually grow & learn as a district, we always look @ how to grow & change
- Balance: as students → acad. / extra-curricular, as ~~st~~ staff → how to balance our lives to be able to be refreshed, & be able to get back to other work, important to be fulfilled & fresh
- Persistence: 8 keys, failure leads to success, a big theme which is key, we as district can do better, esp. parents → to be ok w/ our students / kids to fail, & feel what it's like to fail, making it safer for kids to fail. Incidents of IT anxiety & depression, & they go hand in hand
- "Do the Right Thing" → integrity, to do what's important, good, fair. Period.

Integrity - 8 Keys

Examples
kids really getting it



- Compassion
 - thinking globally - child driven
 - openly express themselves w/ humility & v
- Inclusive (parents & students)
- Balance - needs to be practiced more.
 - too much homework / extra cur
 - Staff (PD day) ☺
 - Live a physically healthy life

Curiosity - self-motivated

Love of Learning (Enthusiasm)

Commitment, Caring, Community - Dr. Brown's Mitas on Profile of Learner

Honor Always
Tradition & Innovation

- they partner, doesn't conflict
- 100 yr old district of innovation

Openness, Honesty, Vulnerability - Self-Awareness

Empathy

Civic Engagement - applying outside

Perseverance (as it relates to growth)

Resilience (Failing Forward)

Love of Community, giving back

LOVE

Value

* Integrity

* Intentionality

* Inclusiveness

* Reflective

Motto: Live Honorably,
Act Humbly, Model
Dignity

Code of Character:
We understand that
how we act, what we
say, and what we
display reflect our
character and the
values of the Alamo
Heights community.
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all of these areas.

CHAPTER ONE **UNDERSTANDING THE
LANGUAGE OF CHARACTER**

“...they should deal with issue of right and wrong, and they should be a matter of obligation.”

“...affirm our human dignity...”

“Do unto others as you would have them do unto you.”

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Dignity

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Courage

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...still working on it...

... unselfishness...humility...generosity