

### **Actions Match Words**

We align our practice with our mission and goals. We keep our promises and we share the whole truth with our community.

Attributes: Ethical, Authentic



### **Believe The Best**

By believing the best in each of our Springs community members, we shine a light on the potential in each one of us. We seek to understand, give compassion, express appreciation, and work together to make Springs nation the best workplace on Earth.

Attributes: Relationships, Teamwork and Gratitude



### **Environment Matters**

Springs believes that the environment makes a difference. We thrive when there is care and beauty around us in all the things that we create-- office space, schools, website, marketing. We also believe in providing our school community with varied environments through committees, internships and community learning.



### **Fun and Flexible**

Springs employees enjoy each others' company. We have a family-oriented culture and compassion for our teammates. Whenever possible, we support flexible work environments for optimal employee work satisfaction.

Attributes: Relationships, Teamwork, Flexibility, Family



### **Just Start**

At Springs, we value progress over perfection. We have urgent work to do, and there's no time to wait. We believe continuous improvement happens through real implementation. The time to begin is now!

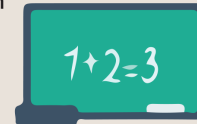
Attributes: Growth, Courage, Action



### **Keep It Simply Stated (KISS)**

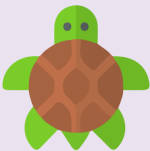
We are a different kind of school, one that truly partners with parents. We never want to put up barriers to communication through technical double-speak, buzzwords and "district"ese. We value frequent, plain-spoken communication to our parents, students and staff.

Attributes: Inclusion, Relationships



### **Revolution Happens Outside our Comfort Zone**

Pioneers never have it easy. At Springs, we get comfortable with being uncomfortable! Our sacred quest is to change the very structure of public education, which requires us to get knee-deep in messy cognitive dissonance. We are blazing a trail through the educational jungle, so make sure to bring your bushwacker!



Attributes: Courage, Innovation

### **Student-Driven**

Students come first at Springs. We empower students by putting them in the driver's seat for their educational journey. All decisions we make support helping students thrive.

Attributes: Passion, Relationships



### **Turn on the Lights**

We wake up and smell the coffee. We face the data, good or bad. We are smart and agile to make necessary changes to improve our school. We are reflective and expect our students to be as well.

Attributes: Smart, Data-driven, Reflective



### **We Are All Builders**

At Springs, it takes a village to make our mission a reality. We don't pass the buck. Initiative is valued at every level of our network. Teamwork makes the dream work!

Attributes: Teamwork, Action, Initiative

