

# The WESD Commitment



## Ownership

*We consistently and effectively demonstrate ownership of and advocate for the team's outcomes to promote the success of the team.*



## Trust

*We consistently and effectively build trust with teammates as evidenced by listening and by respectful, responsible, and dependable behaviors.*



## Collaboration

*We consistently and effectively demonstrate collaborative planning with others.*



## Shared Leadership

*We consistently and effectively demonstrate shared leadership by a willingness to accept a variety of team roles (leader, finisher, shaper, harmonizer, scribe, etc.).*



## Cooperation

*We consistently and effectively cooperate to accomplish team goals.*



## Compromise

*We are consistently and effectively willing to compromise in order to support the needs of the team. We never bully others.*



## Communication

*We consistently and effectively communicate openly, honestly and respectfully and are willing to confront inappropriate behaviors.*



## Conflict Resolution

*We are consistently and effectively willing to identify and resolve conflict at the team level first.*



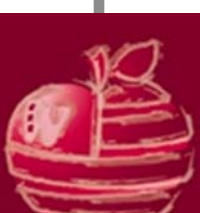
## Positive Attitude

*We consistently and effectively demonstrate supportive and positive attitudes.*



## Respect

*We consistently and effectively respect opinions of others.*



## Shared Values

*We consistently share team, school, and district values.*



## Active Participation

*We actively participate in and attend all collaboratively scheduled team meetings, professional learning opportunities, and functions.*



## Complementary Skills

*We consistently and effectively value the complementary skills of teammates.*



## Relationships

*We consistently and effectively build and maintain effective working relationships with coworkers.*

Based on the WESD Productive Culture Rubric