**Core Competency 1: Commitment to Students**

# Performance Criteria

The employee…

* Understands how the job contributes to success for every student
* Cares genuinely about the overall learning environment to ensure student success
* Acts with the student in mind
* Is dedicated to meeting expectations of principals, supervisors, staff, parents, and students
* Is dedicated to supporting high-quality education for students; and
* Is dedicated to the successful achievement/performance of all groups by supporting the elimination of racial and ethnic inequities.

The employee…

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| --- | --- |
| **Meets Competency** | **Does Not Meet Competency** |
| * Assists and advocates on behalf of students
* Understands the needs of the students and follows up when appropriate
* Provides appropriate alternative solutions to student issues
* Builds successful relationships with students to ensure a productive learning environment
* Values student achievement
* Understands one’s role and responsibility and how they contribute to student achievement
* Anticipates and responds quickly to student needs
* Contributes to creating and maintaining a positive and safe environment for students
* Treats ALL students fairly
 | * Disregards the needs of students
* Does not follow up on issues that may negatively impact students
* Is unwilling to listen or offer assistance
* Does not display interest in student needs or inquiries
* Does not support efforts to provide a clean, safe learning environment for all students
* Is insensitive when dealing with students
* Displays an attitude that inhibits student confidence and self-esteem
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