

## Mission Statement for Staff

At St. Luke's, our team thrives because we share a spirit of creative thought, sharing and building on our own ideas, as well as the ideas of others. We are a strong group of individuals passionate about our work with children. Our individual and shared visions are continual resources that reaffirm our contributions to the program. Our individual differences translate into strengths over time.

Our team can reach it's fullest potential only because each of us possess a willingness to reflect on our own personal strengths and challenges. It provides us opportunities to continually discover our talents, and rely on another with more experience or knowledge when necessary. We are a group of diverse individuals who have learned to collaborate, sustain momentum, and flourish during our time together.

All of that being said, my goals for our staff are:

- \* To create a climate that will nurture and stimulate our most skilled and dedicated staff, and offer mentoring and/or coaching to those not as established;
- \* To encourage and provide opportunities for problem definition and problem solving;
- \* To encourage and provide opportunities for self-reflection and collaboration;
- \* To encourage you to get involved in setting goals for yourself and in creating strategies for your professional development allowing you to contribute to the growth of the program;
- \* To help you identify and pursue your passions;
- \* To create an atmosphere that values free-flowing exchanges, fosters vision, and limits judgement;
- \* To encourage a vision that goes beyond "how things are";
- \* To encourage positive communication and conflict resolution in our group.

All of the staff members here are considered professionals, and therefore, should act accordingly. The following things are expected of all staff members, regardless of position and/or seniority level:

- \* Your dispositions towards children, families, and other staff members must be positive;
- \* You must act professionally to anyone who enters the building;
- \* You must work collaboratively with your classroom team;
- \* You must handle any conflict or issues with your classroom staff outside of the classroom, in a professional manner;
- \* You should approach the director with any concerns or issues;
- \* Uphold standards of a quality program;
- \* Create goals for yourself and your classroom on a continual basis;
- \* Be actively involved in all aspects of the classroom;
- \* Offer feedback to your classroom team when you feel necessary;
- \* You must provide feedback to parents in a positive manner;
- \* You need to interact with the children in a positive manner;
- \* Foster a positive attitude towards gradual change.