Core values are important to the success of any organization, and we've worked hard here at Ingham to establish core values aligned with our strategic plan. We administered two surveys through the process with the following core values being identified by staff. Those being: collaboration, compassion, innovation, integrity, and a student focus. The podcast will feature members of our culture workgroup going over each one of these core values and providing a specific example of what these look like in action.

Collaboration:
We will seek, share, and respect diverse perspectives. We will function as a team with our colleagues and stakeholders to define and achieve common goals.
I'm a special educator and we don't do anything in a vacuum. We work on teams entirely throughout our day. I serve a couple of local school districts and I know that those school districts receive the support of ISD staff in East Lansing we've got OT, PT, we have adaptive physical education providers and we all collaborate with the special education
students and with general education students to help meet needs and goals. But we also I know the ISD also provides general education support, we provide training and supports for things like curriculum and curriculum development. Ongoing support as they're collecting data, we do data teams and data meetings to help train staff. There's collaboration on all levels across the board, I know our Human Resources provides support in terms of payroll and benefits to other local school districts. We collaborate in running programs that serve all kids in special ed. Heartwood is a great example. We have a Learning Center where students high school-age students have the opportunity to receive support coming from all different directions we provide that kind of collaboration. We are always working together to meet the combined need of our local districts.

Compassion:
We will be kind, empathetic, and strive to understand the circumstances and viewpoints of all. I think one of the things that we need to remember about compassion as we approach it is to really focus on that part that
we will strive to understand the
circumstances and viewpoints of all that
the idea in the situation is the
thing that we're supposed to be working
at instead of building up or tearing
down individuals so together we stand as
a compassionate group to be able to
reach our goal.
compassion is a strong word that means
staying side by side, turning an emotion
into a focused action it's a kind of
encouragement to be brave passionate and
proud together and it helps us be
content with who we are.
Some people may view compassion as big
things, but I think the everyday things
show the compassion more as a regular
routine. The individuals who make sure
that we have the tools to do our job, the
individuals who make sure that the areas
that we work in are appropriately
stocked and serviced and you know
there's a desk where you need to sit a bus
that brings a person to that place and
that the technology that we so depend on
now is present and functioning, and at
least if it doesn't function we have a
way to make it function or a way to make
it work until something can function. The
way that our administrators work to hold
us accountable, but also understand that there are limitations for them as well as us shows compassion. Some of those conversations are hard, there's no guarantee that compassion is easy. Compassion is a strong action and when we show that strong actions there's going to be a bit of conflict, a bit of things to move through, and I think that that's the part that makes us better individuals and that are able to do our job.

Innovation:
we will explore new ideas and opportunities to challenge conventional views and develop forward-thinking solutions.
I think in order to stay current and to always keep our eye focused on increasing student outcomes, we have to be innovative in the way in which we work, so that we can work smarter together. So some examples of that are developing community partnerships; not only does it involve Ingham ISD with the community but it also provides us opportunities that we wouldn't have for our students. For instance, at the Career Center or ways that we partner to bring services into traditional pre k12 settings. On the programming side we look at things such
as service delivery models, curriculum implementation, professional development best practices to make sure that we are providing the service in the best way possible to get the best outcomes for kids. If we're innovative and we're seeing results from our innovation, people are going to come to us and want to use our services. We have to be innovative to ensure that we're staying current and that we're not getting stuck in kind of the mundane rut of what education could be, so if we're really focused here at Ingham using innovative practices and we're going to be able to get kind of more bang for our buck in the long run and hopefully get student outcomes faster than if we weren't being innovative.

Integrity:
We will be honest, trustworthy, respectful and ethical. We will honor our commitments and be accountable for actions. Integrity means we will do what we say we're going to do, and we will back it up with our actions and data-driven results; we continue to maintain a high academic standards for students, we also continue to develop ourselves through PD; continuing
education to deliver the highest quality
service to our partners in the community
and students here at the ISD. We will
work to make sure that we do what we say
in terms of the way we interact with our
staff, our constituents, and all parties
across the ISD. If you don't have
integrity, your results will show and
it's how you perform, how you do what you
say going to do, and how you really meet
the needs of your students and in fact
all learners across the ISD.

Student-focus:
We will place students and their
successes as the driving force behind
our decisions.
When I first came here I noticed
that everyone from custodians to
support staff to IT folks, they all
seemed to have
the best interests of students in mind.
They might not necessarily have a
background in education; not everyone
that works at the ISD is a teacher but I
just was impressed with how interested
they are in teaching and learning. They
really do care about kids and want to
help them succeed. We also have folks who
identify a need, for example, one of our
support people realized that a lot of
students probably didn't even get a nice Thanksgiving dinner at home, some of our students don't, so she organized the staff and culinary arts helped out and we provide a Thanksgiving dinner for every one of our students; we've been doing that for the last several years and I know it means a lot and that shows our student focus. I think there was a need for some students to have career clothes for interviews so we have a career closet, someone started that. So, people are very, very student focused and I was really pleased to know that one of our Career Center students was asked to be on the committee that worked on the strategic plan. In this day and age, things are changing, and we all went to school, and sometimes I think we remember that as how it should be, and and we really need to get to know these students and their, you know, their world is so different from ours and we need to remember that they're facing challenges that we had never even heard of and we have to figure out how to help them through that. It keeps us from getting distracted by some of the things that really aren't as helpful as students, so if we have a
student focus we're less likely to get distracted.
These core values are intended to be the guiding principles in which we do our work every day here at Ingham ISD. Each one of us is responsible for living the core values. I look forward to working with you in the years ahead as we provide outstanding services to our children and families that are aligned with our strategic plan.

END OF VIDEO