**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…

|  |  |
| --- | --- |
| **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 |