

I Am CPS Competencies and Behaviors

I am CPS Vision: A culture transformation that enables all CPS employees to embrace and live out shared values, competencies and behaviors that support and sustain a high level of performance for all of our students and for each and every one of us.

CPS Values	Competencies that Define a CPS Employee	Behaviors that Demonstrate Each Competency
I Care	<p>1. Student/Customer Centric A deep passion for and commitment to educating students/customers of all backgrounds. Prioritizes and values individual student/customer experiences.</p>	<ul style="list-style-type: none"> • Understands the needs of individual students/customers. • Supports colleagues in prioritizing students/customers in all situations. • Demonstrates a commitment to high expectations and academic success by making sure that each and every student graduates prepared for college and a career. • Demonstrates a commitment to address the opportunity gaps that exist within our society and impact our students’ ability to reach their full potential.
	<p>2. Integrity Acts in the best interest of students and the organization. Contributes to building a culture of trust.</p>	<ul style="list-style-type: none"> • Consistently models honesty, respect and professional interactions and encourages others to do the same. • Considered a credible source of information. • Can be trusted with sensitive information. • Constantly seeks to positively support and advance the educational and developmental needs of our children.
	<p>3. Relationships Understands how to relate to others and build relationships. Listens and shows empathy. Self-aware and can adjust to others.</p>	<ul style="list-style-type: none"> • Relates well to others and builds trust through dialogue among colleagues. • Is friendly, helpful, supportive and cooperative. • Initiates and maintains relationships with others, including those whose backgrounds, beliefs and experiences differ from his/her own. • Sees, values and embraces the differences that make each of us unique. • Encourages relationship-building among others.
	<p>4. Connect with Vision Aligns all goals and objectives to the district/school Vision and Strategy. Empowers each individual to understand contributions make a difference.</p>	<ul style="list-style-type: none"> • Provides staff a clear vision that clarifies meaning and direction to their work. • Implements vision by setting goals, objectives and tactics that are clearly aligned with the vision. • Communicates a clear rationale for how goals and objectives are aligned with the vision. • Meets short-term demands without losing sight of long-term goals.

I Continuously Improve

<p>1. Solutions-Oriented Identifies problems, considers diverse perspectives and experiences, uses evidence to determine root cause, and develops solutions. Supports efforts to implement.</p>	<ul style="list-style-type: none"> • Uses data and evidence to examine problems and develop solutions. • Supports efforts for successful implementation of solutions. • Values and listens to all the voices in our community, and recognizes that different solutions may be required for different communities and individuals. • Seeks solutions that level the playing field while concurrently raising the bar for students across all schools. • Possesses a belief that leveraging our strengths and differences allows us to develop stronger solutions.
<p>2. Decision Making Exercises sound judgment in short and long-term decision making and values all voices represented in our community when making decisions. Relies on data to inform decisions.</p>	<ul style="list-style-type: none"> • Decisions reflect the district vision that all students graduate college and career ready. • Assesses complex situations and multiple, relevant data points to make effective, efficient decisions. • Considers the impact of decisions on diverse communities, including the impact of opportunity gaps that impact our students' ability to reach their full potential. • Makes decisions under pressure and plans ahead when possible to avoid pressure decisions.
<p>3. Prioritization and Resource Management Identifies what is most important and consistently applies to work. Manages time and resources effectively. Communicates priorities to others.</p>	<ul style="list-style-type: none"> • Effectively manages time in order to execute necessary tasks that align with personal goals, student needs, and the vision of the district. • Develops and executes a work plan that results in efficiency and effectiveness in use of time. • Is able to lead, manage and plan for short and long-term activities. • Appropriately plans for the allocation of resources, accounting for need and availability, including support for equity in education. • Able to identify creative ways to use resources to improve outcomes, networking and accessing resources beyond the classroom, school and district.
<p>4. Coordination and Integration Develop consistent and improved ways of working within and across departments to achieve optimal performance.</p>	<ul style="list-style-type: none"> • Works diligently to align goals across all departments and functions. • Builds coordination of processes and procedures across department boundaries. • Create an environment that facilitates projects and communication across departments and functions. • Builds relationships and support with individuals across functions and levels.

<h1>I Collaborate</h1>	<p>1. Collaboration Committed to working well with others. Is a reliable colleague. Adjusts to group dynamics to produce quality results.</p>	<ul style="list-style-type: none"> • Demonstrates respect for the opinions of others, even during conflict. • Values and seeks input and ideas from others and is able to incorporate a range of suggestions in order to benefit the greater good. • Willingly contributes information and ideas from others to benefit the work of the group.
	<p>2. Commitment to Diversity and Inclusiveness Shows a commitment to relating to and effectively working with students and colleagues from different ethnicities and cultures. Adapts approach and style to be inclusive of the values and beliefs of others. Sees, values and embraces the spectrum of differences that make us unique.</p>	<ul style="list-style-type: none"> • Acknowledges and shows appreciation for different ethnicities, cultures and backgrounds. • Works effectively with others regardless of race, culture, disability, age, gender or differing viewpoints, driven by a shared belief that leveraging our differences ultimately makes us stronger. • Creates an environment where diversity is the norm; recognizes that understanding our biases and working to embrace diversity is a lifelong journey. • Proactively creates a universally embracing and welcoming environment that reflects our whole community.
	<p>3. Communication and Responsiveness Effectively communicates in person and in writing.</p>	<ul style="list-style-type: none"> • Effectively communicates in different formats to a range of audiences in a professional, concise format that is easily understood. • Demonstrates the effective writing and public speaking skills needed for the position. • Demonstrates an openness to different communication styles and seeks out different voices. • Uses communication to create dialogue and potential for shared insight. • Responds to requests and directions in a professional, timely and respectful manner.
	<p>4. Personal Accountability Builds capacity of the team to create ownership behavior and enhance competitive advantage.</p>	<ul style="list-style-type: none"> • Share information so decisions can be made closest to the work. • Create a learning environment through coaching, feedback and development planning to ensure all staff understands how to make a difference. • Ensure authority and accountability to plan, make decisions, build engagement and foster ownership behavior. • Use rewards to motivate high performance and build bench strength to retain key talent.

I Commit to Success

	<p>1. Performance Demonstrates proficiency in executing professional tasks. Seeks excellence in all facets of work, consistently striving for improved results by leveraging the diverse community.</p>	<ul style="list-style-type: none"> • Possesses the most up-to-date knowledge and knows how and when to make use of the most effective strategies that are aligned with student needs and school and district goals. • Makes use of the most current tools and technology that support job performance. • Gathers, analyzes and applies data to improve systems. • Actively pursues experimentation with new possibilities. • Consistently seeks diverse perspectives to get the best results; believes that leveraging our differences ultimately makes us stronger.
	<p>2. Active Learner Actively seeks opportunities to learn and apply new and innovative strategies. Adjusts to new situations and seeks feedback in order to grow professionally.</p>	<ul style="list-style-type: none"> • Shows a passion for personal growth and actively seeks to gain knowledge and hone skills. • Values and welcomes constructive feedback and incorporates suggestions. • Continuously strives for improvement in all areas of personal and professional development. • Appreciates and models lifelong learning; actively seeks ways to grow in understanding of diversity, equity, inclusion and excellence in education; strategies to advance this work are highlighted in professional development plans. • Demonstrates a shared belief in the power and value of transformative relationships and experiences both inside and outside the classroom.
	<p>3. Systems Thinker Mindful of how different strategies, processes and activities interconnect and affect each other and uses that awareness to improve performance.</p>	<ul style="list-style-type: none"> • Seeks to understand and support complex tasks to allow systems and processes to be successful. • Understands and respects the inter-reliance of systems and strives to improve processes without harming the district. • Demonstrates an understanding of the opportunity gaps that impact our students' ability to reach their full potential; actively works to close these gaps.
	<p>4. Creates Change Challenges the way we do things and continually seeks to lead new and innovative work.</p>	<ul style="list-style-type: none"> • Champion change and influences others to adapt to new ways of working. • Challenges inefficiency and lack of productivity within and between departments. • Models the change leadership behavior that creates change across the organization. • Offers new creative ideas and viable solutions to problems.