



Charlotte Valley Central School

"Empowering Students Today to Conquer the Challenges of Tomorrow"

Mr. James Harter, Superintendent

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September 19, 2017

Re: District Mission Statement

During the past few years, much has been done to improve our District and its buildings. We have expanded our programming to include STEM courses, Driver's Education, and Food and Nutrition, as well as created after-school tutoring programs, after-school homework help programs, Summer School for Credit Recovery programs, a 7-12 Mentoring Program, and various opportunities for community members to be a part of the decision-making process in all-things-CVCS.

Parents, community members, teachers, faculty, administration, and Board members have all been working hard to advance the hub of our community – the Charlotte Valley School.

Behind every great organization is a *vision* - A vision that all of its people must believe in. Similarly, at the forefront of every great organization is a *mission*. The mission is the "WHY" behind what we do, day in and day out.

This summer, various stakeholders gathered and discussed these pieces. While it was pretty clear "WHY" people did what they did for the school, no one could really put a clear statement together for it. *I do what I do because I care about kids* was the norm; the question, however, was *why* do we/you/I do this?

The panel worked for two days – both days were spent creating CORE BELIEFS – trying to get to the bottom of the "WHY." *Why* do we do these things? *Why* do we show up to work? *Why* do we volunteer? *Why* do we do what we do? When we used the term *we* it didn't just encompass a teacher's perspective – it was all of us. WE = parents, teachers, administration, Board members, community members, grandparents, John. Q. Taxpayer, etc... It is all of us – together as one.

The work of the team was brought to our entire faculty during the Superintendent's Conference Days at the end of August. There, the entire staff worked side-by-side, on CORE BELIEFS. Here are the District's CORE BELIEFS:

- 1) Students First
- 2) Trust
- 3) Ownership
- 4) Communication
- 5) Collaboration
- 6) Growth Mindset

If we believe that these things are important, we must commit to doing something about them. To simply imply we believe *students should come first* sounds great, but what does that mean? How will we be held accountable? What do we do to support that statement? This is where the building united and worked together to develop COMMITMENT STATEMENTS.

- **Students First**
 - We believe "each student is valued."
 - Therefore, we commit to –
 - Seeing each child as an individual capable of learning
 - Finding the best in all of our students
 - Celebrating each student's individual growth
 - Challenging each student to become more than they thought they could be
 - Creating an environment where each student feels they belong
- **Trust**
 - We believe "supportive relationships allow us to take risks and accept challenges."
 - Therefore, we commit to –
 - Confidentiality
 - Respecting differences
 - Providing a safe space that is free of judgement
 - Acting with integrity
- **Ownership**
 - We believe "we are responsible for fostering and achieving potential."
 - Therefore, we commit to –
 - Upholding commitments with consistency
 - Being accountable for our actions
 - Setting goals and following through
 - Supporting an environment that nurtures confidence
- **Communication**
 - We believe "the open exchange of ideas promotes learning and builds community."
 - Therefore, we commit to –
 - Staying current inside and outside the school
 - Using various modes of contact to reach all people
 - Transparency
 - Providing and receiving constructive feedback
 - Listening as often as we speak
- **Collaboration**
 - We believe "together we are stronger."
 - Therefore, we commit to –
 - Modeling unity
 - Involving all stakeholders
 - Acknowledging opinions and ideas
 - Finding solutions with others

- **Growth Mindset**
 - We believe “we are always improving.”
 - Therefore, we commit to –
 - Searching actively for ways to progress
 - Knowing that change is often necessary
 - Grappling for quality solutions
 - Believing that we CAN

We now have the commitments – we have our beliefs – so we went back to the WHY. *Why do we believe these statements? Why are we committed to following through? Why do we do what we do?* **The answer is, and has become, the NEW MISSION of the Charlotte Valley Central School District –**

“Empowering Students Today to Conquer the Challenges of Tomorrow”

This new Mission Statement is our WHY. This Mission Statement can be applied to anything and everything we do here at The Valley. Every decision we make, together, should be grounded in this Mission. Why do we expand programming? To work toward our Mission. Why should we improve our building? To work toward our Mission. Why should faculty undergo continual professional development? To work toward our Mission. Why is it important that we join together, community, parents, teachers, support staff, students, etc.? To work toward our Mission.

In the next few months, we will do many things to spread this word. We hope that you will join us in our journey to spread positivity, promote collaboration, celebrate our professionals and community, foster a culture of trust, and to empower our students today so that they have the skill-set to conquer any and all challenges that they may face in a world that is yet to be determined.

Together, we are stronger.

Best,

A handwritten signature in blue ink that reads "Thomas Molle". The signature is written in a cursive style with a large initial 'T'.

Thomas Molle, Proud Principal of Charlotte Valley CSD