

**Values & Principles of Trust:**

Proctor Public Schools prides itself on adhering to values and principles which help define what we require in our faculty and staff. On September 28, 2019, the entire faculty and staff took part in a two-hour workshop presented by Michele Backes. Michelle Backes is a Senior Certified Consultant at Trust Edge Leadership Institute where the mission is to develop trusted leaders and organizations.

With facilitators on six continents, Trust Edge Leadership Institute advises everyone from FedEx,Toyota, and global governments to the New York Yankees, Bayer, and Delta Airlines. The organization invented the Enterprise Trust IndexTM and annually produces one of the nation's foremost trust studies: The Trust OutlookTM.

**It is because of our relationship and partnership with the Trust Edge that we have adopted the eight pillars of trust as guiding principles for the Proctor School District. All employees of Proctor Public schools should aspire to embrace these principles.**

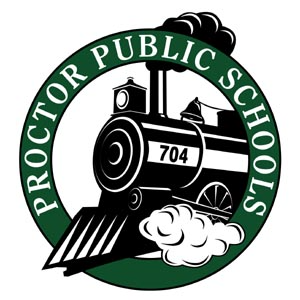
(David Horsager, *The Trust Edge*)

| **8 Pillars of Trust** | **Definition** | **What This Looks Like** |
| --- | --- | --- |
| **Clarity** | Students and adults benefit from clear and concise decisions and directions. | Give directions that are clear from the start so you aren’t clarifying things later. |
| **Compassion** | Individuals trust those who care for others, | This is simple: Be kind. |
| **Character** | Do the right thing, even when no one is watching. | Make decisions and take actions that you can be proud of. |
| **Competency** | Confidence builds within our schools when actions are made from informed decision-making. | Stay relevant on trends and stay well-read in areas in which you are involved. |
| **Commitment** | Remain steadfast through difficult times and adversity. | When the going gets tough, stand up for your convictions. |
| **Connection** | Develop friendships and relationships. People tend to follow and believe in friends and acquaintances. | Make efforts to build relationships with students and our colleagues. |
| **Contribution** | Results build trust and buy-in. | Make efforts to generate results that can be recognized and appreciated. |
| **Consistency** | People love to see things done consistently. | Follow through with little things on a regular and consistent basis. |

**Equity Statement**

**Our commitment to promoting Equity - Inclusivity - Diversity**

**As an organization, we are committed to advancing and promoting an environment that embraces equity, inclusivity, and diversity at all levels of the District. The Proctor District advances these principles with the assistance of the Duluth Family Freedom Center in an ongoing partnership to promote Engagement, Empowerment, and Education along the lines of race, poverty, and equity.**



**Belief Statements**

**We believe in:**

**Equity:**  
Students will have **equitable** **access** to a safe, all-encompassing, and engaging learning environment.

**Safety:**  
Creating **safe environments** where all students feel valued is the core of our mission.

**Community:**

Collaboration, communication, and support among the home, the school, and the **community** have a positive impact on our students.

**Inclusion:**  
**All students** will receive an education developed to meet their individual needs.

**Excellence:**  
Delivering academic standards through the art of teaching is the foundation of **educational excellence**.

**Investment:**

I**nvesting in our students, staff, and community** will pay dividends in our future.

**Mission and Vision Statements**

**Vision Statement**

* We Educate, Engage and Inspire

**Mission Statement**

* Empowering all learners to achieve in a respectful, innovative, and inclusive environment.