

Professional School Standards

Faculty/ Staff School Standards

Professional Standards for Staten Island Academy

An adult in the Staten Island community embodies and practices the following ideals:

Professionalism

To model good will, support and commitment to the Academy community

- Be courteous and respectful to both the students and adults in our community.
- Follow through on commitments made to students, parents and colleagues.
- Exercise discretion; maintain confidences and respect privacy.
- Respect deadlines.
- Follow and support Academy decisions and policies.
- Resolve conflicts tactfully.
- Dress appropriately.
- Be willing to go beyond job descriptions and expectations.
- Seek to understand your role in order to fulfill or exceed expectations.
- Empower oneself to question policy but ultimately work towards consensus.
- Encourage feedback from students and colleagues alike.
- Come to meetings and classes prepared while also ready to engage.

Active Learning

To engage in passion-driven learning, with a goal of producing quality work

- Continue to grow in your field.
- Become a lifelong learner in your area of expertise.
- Strive to maintain intellectual curiosity beyond your discipline.

Accountability

To fulfill obligations and responsibilities

- Be accessible to students, parents and colleagues.
- Be punctual within timelines.
- Meet deadlines.
- Return graded papers promptly.
- Be responsive to student feedback.
- Check and respond to internal means of communication.

Active Communication

To strive for appropriate, meaningful dialogue between all constituencies of our community

- Engage in active listening.
- Anticipate questions.
- Be succinct and clear.
- Be sincere.
- Respectfully disagree; we are all working towards the same goal.
- Pay attention to non-verbal cues and tones.
- Converse rather than lecture.

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Positive Community Member/Unity

To function as one school, one family

- Be willing to accept responsibility and expect responsibility.
- Be willing to go beyond expected duties when the situation so requires.
- Once consensus is reached, honor the decision of the community.
- Support colleagues in all endeavors.
- Model team playing for our students.
- Strive to fulfill departmental goals.
- Hold each other accountable.
- Hold students accountable to academy rules and policies.

Respect

Be open to diverse perspectives

- Be sensitive to the needs and boundaries of others.
- Be a good listener.
- Be non-judgmental.
- Be respectful of physical space, supplies, belongings, hallways, classrooms and shared spaces.
- Recognize differences.
- Value the worth of everyone's contributions to the community.
- Be considerate of others' time.

Inspiration

To give positive influences, be prepared, and engage in dynamic teaching and modeling

- Be a role model for your students.
- Be a mentor to younger faculty.
- Strive to be the best and encourage the same from others.
- Be a learner with your students.
- Practice community outreach.
- Set the bar high for student learning.
- Set an example by taking healthy risks.

Integrity

Be fair and consistent; hold everyone to the same standard

- Strive to maintain objectivity in all situations.
- Be willing to admit when we are wrong and work towards amending the situation.
- Be clear and upfront about expectations.
- Display respect to students and colleagues at all times.
- Uphold the school's mission.
- Set the bar high for ourselves as adult leaders.

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Passion

Show enthusiasm for your subject matter and community responsibilities

- Strive to find innovative ways to teach.
- Let students witness your love and excitement for your subject area.
- Become a lifelong learner in your area of expertise.
- Be willing to "go the extra mile".
- Be an active and invested community member.
- Be open to new ways to accomplish tasks.

Empathy

The ability to recognize and begin to match the emotional state of a person both verbally and nonverbally

- Allow for differentiated learning; be flexible in your thinking and planning.
- Consistently set and maintain appropriate and clear boundaries.
- Be responsive to student feedback.
- Be mindful, students arrive everyday with issues beyond school.
- Remember that every student is someone's child.
- Support the emotional state of both students and colleagues.
- Be respectful and celebrate uniqueness.
- Honor the legacy of senior adult members of the community.

Humor

Let students see you laugh and smile

- Assure that humor is age appropriate and maintain professional boundaries.
- Maintain a positive attitude.
- Have fun; be willing to laugh at yourself.