

# DCSC Organizational Values

Developed February 2022



## Process

These were synthesized from multiple sources:

- 1) Values mapping exercise in January 2022, with contributions invited from staff, board members, partners, and others; participants contributed at their own convenience and results were then compiled and organized
- 2) Work done by a staff team in 2019 that drew from National Coalition for Community Schools' Community Schools Guiding Principles; SAMSHA's 6 Guiding Principles for a Trauma Informed Approach; and Tima Okun's Characteristics of White Supremacy Culture

## Values

**Wellbeing and Justice:** Holistic wellbeing, safety, intrinsic value, and dignity of all people is centered. Our relationships and practices create policies, systems, and environments that reflect and honor our collective humanity, effectively dismantling systems of oppression. (Some guiding words/phrases include anti-racist, anti-ableist, justice, wellbeing, integrity.)

**Development and Sustainability:** Through teamwork we encourage each other to develop strengths, take risks, reflect, admit mistakes, and clean up messes in our organization. We also model this with youth, families, and community partners to create a sustainable community of collaborative learning and ongoing problem solving. (Some guiding words/phrases include nimbleness, truth, willingness to admit fault, sustainability, strong and replicable systems, provide services/opportunities when needed, development.)

**Shared Power, Accountability, and Measurable Results:** Shared-power partnerships equally value humanity, community wisdom, youth voice, and reliable community data in the development of shared goals. Using results-based leadership practices, we hold ourselves and each other accountable for achieving measurable results. (Some guiding words/phrases include shared power, data, measurable results, results, internal accountability, community self-determination, relevant, known and respected in the community, stewardship.)

**Trusting Relationships, Authentic Connections:** Building authentic connections and trusting relationships with students, families, staff, and community is deep work, requiring dedicated time and intentional effort. Through this investment, trustworthiness, and transparent decision making, we develop caring relationships that foster resilience and collaboration. (Some guiding words/phrases include trusting relationships, hopeful, authentic connection, connectors, connectedness, kids and families first, care about kids and families, sense of belonging.)