Vision
Learn...Lead...Serve

Mission
Huron Intermediate School District is dedicated to educational leadership, effective programs, and quality services in collaboration with community partners to educate all learners.

Guiding Principles

- We effectively communicate accurate information within the organization and to all of our stakeholders to enhance quality and increase collaboration.
- Student Achievement is a priority as we provide leadership and guidance to help every student reach their potential.
- As a service organization, we focus on innovation, efficiency, the use of research-based practices, continuous improvement, and quality leadership in response to local education agency needs.
- Accurate and meaningful achievement and process data is used to answer questions, allocate resources, and drive decisions.
- We are a community of reflective, lifelong learners who are dedicated to professional development and personal growth.
- We conduct ourselves with integrity and professionalism.
- The safety and well-being of students and staff is a priority.

Expectations

Support a Culture that Excels:
- Commit to the Mission, Vision, Guiding Principles, and Expectations
- Make data-driven decisions and promote research-supported practices
- Be an active participant that positively contributes to the goals of the team
- Build positive relationships with all stakeholders; understand the strengths and needs of self and others
- Represent the HISD positively at all times; address concerns internally
- Ensure all decisions are student centered
- Use the HISD Decision Making Process
• Be invested; show personal ownership and commitment to quality
• Provide service to others that feels special and customized to their needs; Be flexible and go the extra mile
• Utilize technology proficiently

Professionalism:
• Be positive, kind, respectful, polite, courteous, and tactful to all
• Before repeating, THINK, is this True, Helpful, Inspiring, Necessary, and Kind. Shut down gossip by redirecting the conversation.
• Value others
• Treat guests with hospitality
• Keep a clean, organized, welcoming work environment
• Maintain a professional appearance
• Ensure student, staff, and stakeholder confidentiality at all times
• Demonstrate honesty, integrity, and professionalism
• Exercise personal technology etiquette
• Follow safety standards at all times
• Support adherence to the Employee Handbook, HISD Policies, and Procedures

Commitment to Growth:
• Ask for assistance when needed
• Promote a growth mindset in all
• Be flexible and adaptable to changing and stressful environments or situations
• Commit to ongoing personal and professional growth; Grow from your mistakes and accept feedback

Communication:
• Consistently communicate clearly and accurately in person, electronically, and in written formats, with all stakeholders
• Be transparent, share important information
• Assume best intentions of the speaker and consider different viewpoints.
• Seek to understand through clarification and active listening and engagement

Timeliness:
• Attempt to follow a “24-hour rule” to respond to requests
• Demonstrate timely, reliable, in-person attendance; arrive to work and meetings on time
• Be accurate and timely in completion of duties; handle multiple responsibilities and prioritize as necessary