



I.C.A.R.E. STANDARDS FOR SCHOOL DISTRICT U-46

These behavior standards, developed by U-46 employees, assist in providing consistency in our service to all customers (internal and external). District employees are expected to model these standards that align to the District's values.

ICARE Standard	Teaching and Learning (Alignment to Framework For Teaching Domains Noted)	Recognition & Interventions	Operational Excellence	People	Family & Community Engagement
Integrity	Serve as a positive role model. Demonstrate credibility, and fairness in all interactions with students, staff, and families. (FFT 2a and 4f)	Exhibit "it starts with me and impacts all" attitude.	Uphold ethical codes and standards.	Be sincere. Treat people like you expect to be treated. Communicate in an honest manner. Actively dispel misinformation.	Consistently represent the mission and vision across all departments
Collaboration	Actively collaborate with other U-46 colleagues to promote the successful implementation of district initiatives and goals. (FFT 4d)	Support and assist colleagues. Offer a lending hand during big projects. Go above and beyond the call of duty.	Communicate and work across all departments. Assist others in learning new strategies/skills to improve work performance.	Participate in Professional Learning Communities and professional development. Training for office staff on where to get answers.	Meet parents "where they're at" through differentiated offerings (time of day, language, skill/experience).
Accountability	Apply information, knowledge, and concepts through relevant, challenging and comprehensive curriculum. Support district teaching and learning goals. (FFT domains 2 and 3) and follow through.	Be sincere with intent and ensure follow-through. Respond to all messages and requests in a timely manner.	Actively participate in goal-setting and the performance appraisal process. Follow worksite procedure for arrival and departure.	Plan ahead to maximize use of resources/time and don't float problems down stream. Demonstrate high expectations for self, students, and others.	Always follow through on commitments. Be willing to provide your name and contact information.
Respect	Honor individual differences and create opportunities that are adapted for diverse learners. (FFT 1b)	Follow through on your commitments and respond within 24 hours. If response is not possible within 24 hours, indicate the date by which a response can be expected.	Respect our environment. Reuse or recycle district materials.	Listen to others' thoughts and opinions. Be friendly (smile and make eye contact) with students, parents, colleagues, and community members. Show pride in School District U-46.	Be respectful of people's time. Create a welcome and respectful environment for parents and community members. Stand up, greet them with a smile, introduce yourself and ask, "How can I help you?"
Empathy	Demonstrate concern for the physical, social, emotional, and cognitive development of students, staff, and parents. (FFT 1a and 1b)	Invest in daily interactions. Say "Thank You" in person or by personal note. Give Kudos and smile.	Promote student achievement. Perform job responsibilities in a friendly and caring manner.	Create a caring workplace where compassion and understanding are demonstrated.	Assume positive intent with parents and search for common ground in helping to ensure their student's success.

Portions of the U-46 ICARE standards are based on the School District of Janesville, WI, Standards of Professional Behavior, and Advocate Sherman Hospital's Standards of Behavior, Elgin, IL.