



### **Vision**

VESD provides a path to success for all students to define their own futures as lifelong learners.

### **Mission**

VESD is dedicated to each student developing foundational educational skills through a comprehensive approach.

### **Motto**

Learning for All...  
Whatever It Takes!

### **VESD Promise to Employees**

Within Victor Elementary School District, the skill and knowledge of our employees are the most important resources in our service commitment to our students, families, and community.

We apply the principles of trust, honesty, confidentiality, collaboration, respect, integrity, and commitment so that everyone's input is valued and respected, everyone's talent is nurtured and maximized, everyone's achievement is recognized.

VESD creates an environment in which diversity is respected, teamwork is valued, quality of life is enhanced, and the VESD pursuit of excellence is strengthened.

### **Professional Guidelines for Common Courtesy**

1. When an issue affects the group, bring it to the group; when an issue affects a person, bring it to the person.
2. Give suggestions to improve situations without being critical of others.
3. Be responsive to and respectful of confidentiality, personality and opinion differences, and leadership styles.
4. Represent the district positively.
5. Provide an environment for open communication and feedback by sticking to the topic and remembering that other people have the right to be heard and valued.

### **Meeting Guidelines**

1. Everything we do will be beneficial for students.
2. Every individual's feelings and ideas are valued.
3. Participants shall be active listeners who respect and support each other.
4. Silence equals agreement.

### **Meeting Expectations**

1. Critique rather than criticize, being mindful of negative body language.
2. Curb irrelevant conversations, listen actively, and participate constructively while giving others your full attention.

3. Each person is responsible for obtaining information missed during meetings.
4. Avoid politics, hidden agendas, and manipulation.
5. Represent self, not others.
6. Speak to the issue, not to the person.
7. Support group decisions, or bring them back for discussion.
8. Have effective meetings:
  - Start and end on time.
  - Stick to the agenda.
  - Be concise and to the point.
  - Follow up procedures in writing.
  - Have fun while taking care of business.
  - Avoid interrupting meetings with electronic devices.

### **The VESD Basics**

1. The decisions we make are for the good of all students.
2. We lead by example and treat people with the respect and trust that are the foundation of our organization, using professional courtesy in all interactions.

3. As ambassadors of VESD, our conduct is held in high regard and reflected in all we do. Therefore, we act positively in our speech, work ethic, and social media conduct.

4. As role models, we take pride in our professional dress, personal appearance, and the materials and equipment entrusted to us.

5. We are responsible for providing and maintaining a safe, accident-free environment that fosters physical and emotional security.

6. We participate in planning and seek ways to improve current systems while proactively creating opportunities to improve personal competence. We do whatever it takes to ensure positive results.

7. We take responsibility and communicate concerns, providing possible solutions in order to create an environment of teamwork.

8. We honor and respect others' time by acknowledging phone calls, e-mails, and messages by the next business day.

9. We recognize others' accomplishments, efforts, and positive attitudes.

10. We create diversity inclusive working and learning environments, free from discrimination and harassment, to promote opportunity and equality for all.

Victor Elementary School District  
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