

**RECORD OF PROCEEDINGS**  
**MINUTES OF THE GRANDVIEW HEIGHTS SCHOOLS BOARD OF EDUCATION**  
**Regular Meeting – April 9, 2025**

The Grandview Heights Schools Board of Education met in regular session in the Larson Middle School Media Center.

**Call to Order:** President Emily Gephart called the meeting to order at 7:00 p.m.

<b>Roll Call</b>	Members Present: Eric Bode Emily Gephart Kevin Gusé Katie Matney	Members Absent: Molly Wassmuth
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The Pledge of Allegiance was said.

***Board Meeting Minutes***

**Recommendation for Approval (Motion 25-066)** Mr. Bode moved to approve the following meeting minutes:

- a. Regular Meeting, March 12, 2025
- b. Special Meeting, March 26, 2025

Mr. Gusé seconded the motion.

Roll Call: Mr. Bode, aye; Mrs. Gephart, aye; Mr. Gusé, aye; Mrs. Matney, aye.

Motion carried 4-0.

**Recognition of Guests and Hearing of the Public**

Grandview Heights High School students Rohan Mueller and Cooper Bauer read the following statement:

We are student leaders of the Bobcat Anti-Racism Collective (BARC). Thank you for your time tonight. We want to start by saying that we are very grateful to be in a school that offers clubs like BARC and we want to share our gratitude for the school's continued support of honesty in education.

BARC a collection of students and staff who collaborate to broaden our predominantly white students' knowledge about the Black experience in America, as well as the experiences of other people of color; educate students on the systems and institutions both nationally and locally that perpetuate racial inequity; and provide students with specific anti-racist thoughts and actions.

We host movie nights, general meetings, bring in guest speakers, and are involved in activism events. Last Friday, we had a general meeting where we discussed environmental racism and how climate change disproportionately affects people of color. Dr. Ard, a professor from The Ohio State University, was our guest speaker who came in and gave a presentation on environmental racism. We found this to be a very educational talk and we always enjoy these guest speaking opportunities.

Given the current climate of dishonesty, ignorance, and ambiguity in the United States, we are especially glad that our school does its best to promote an honest and inclusive curriculum characterized by diverse representation and valuable discussions that help us grow as critical thinkers. Bills, orders, and policies that are currently circulating have put BARC at risk now more than ever. Just because the political climate is changing, doesn't mean our values are. We hope that your continued support allows us to keep voicing our passions and to keep changing the community. Thank you.

***Presentation –Social-Emotional Tier One and Attributes for Success – Chief Student Growth and Development Officer Rob Brown***

Mr. Rob Brown presented to the Board on Social Emotional Learning and Tier One Supports. A copy of the presentation is attached to this official meeting minutes record.

***Discussion***

Mrs. Gephart asked whether the attributes for success aligned to the strategic plan will replace the current report card attributes.

Mr. Brown confirmed that while not all the details have been worked out yet, that is the intent.

## ***Superintendent's Report***

### **Teaching and Learning**

Stevenson Elementary students have been busy giving to others by stocking The Blessing Box on Northwest Blvd. and learning from guest speakers in meteorology from WBNS Channel 10, chemists from Battelle, gymnasts from OSU, and about changes over time from Bring the Farm to You.

At Larson Middle School, fourth graders are studying pollination using the tower gardens to grow lettuce, kale, tomatoes, and cucumbers. The Garden Club gathered after school to harvest and sample the produce. Grade 6 experienced a progressive service-learning field trip that included First Community Village and the Sanctuary at Tuttle Crossing to engage with residents as well as the GH Parks and Rec Department to help prepare for the upcoming egg hunt.

GHHS freshmen attended Junior Achievement's Inspire Career Fair - a hands-on career exploration program, led by regional employers - introduces students to job opportunities and education pathways. Students prepped for the fair via classroom lessons on career exploration and self-reflection. At the fair, students interacted with local employers to learn about job prospects and options.

Our Grandview Heights High School students have had amazing real world adventures touring Costa Rica and France. Our Marching Band performed at Walt Disney World, FIRST Robotics competed in Cleveland, and Model UN recently competed in both New York City and Boston.

A total of 41 juniors and seniors were recently inducted into the National Honor Society. The GHHS Scholarships and Awards Night will be Tuesday, April 15.

### **District Wide**

As of April 1, the district assumed management of the crossing guards from the City of Grandview Heights (1st and Grandview, 1st and Broadview, 1st and Oxley, Oxley and NW, and Palmer and 1st). Hours are 30 minutes in the morning before school starts and 20 minutes after school ends. Parents, grandparents or community members interested in supporting student safety, please contact Leanna Wilcox at 614-485-4019 or by email at [leanna.wilcox@ghschools.org](mailto:leanna.wilcox@ghschools.org)

### **Community Engagement**

#### **CakePops and BOBCake Bash**

Thursday, April 10, the band program will present a CakePops Concert at 6:30 p.m. on the GHPL lawn in anticipation and excitement of the BOBCake Bash THIS Friday, April 11, at 6:30 p.m. in the GHHS Gymnasium. Come hear our talented band musicians and win a cake! The Bobcat Revue, on Saturday, April 12, at 2 p.m. in the GHHS Auditorium will feature the many talents of our K-6 grade students.

#### **Coffee & Conversation with Supt. Andy Culp**

The final Coffee & Conversation with Supt. Andy Culp and the Leadership Team of the school year is Thursday, April 17, from 8:30 to 9:30 a.m. in the District Administration Collaboration Area. Enter through the front doors of Larson Middle School. Coffee is provided!

#### **THE [Little] GRAND EVENT**

The Grandview Heights Marble Cliff GRAND EVENT is Saturday, April 26, 2025, from 7 to 11 p.m. at The Little Grand Market. Tickets \$150/each includes food, beverages, live music, and silent auction

## ***Construction***

### **Core Team Committee Report**

Mrs. Gephart provided the following update on the construction planning process:

- Facility Core Team meetings are held bi-weekly and include Perkins & Will, Concord Addis, MKSK, Elford, and school district officials.
- The team is currently working on the schematic design phase of Stevenson Elementary and the athletic complex.
- Current discussion topics include the Stevenson roofline and playground options.
- The athletic complex traffic study is underway. The results of this study will help the City of Columbus determine whether head-in parking along Fairview and North Star is possible.
- Mr. Culp shared that district officials met with City officials recently to discuss the plans for presenting to the Planning Commission.

Ms. Wassmuth arrived at 7:25 p.m.

## **Business and Finance**

### **Finance Presentation**

Treasurer Beth Collier presented the following financial highlights:

#### **General Fund (001)**

- General Fund Revenues
  - Taxes – 100% of budget.
  - State Funding – 75.3% of budget.
  - State Share of Local Property Tax – 48.2% of budget.
  - Grandview Yard – 51.5% of budget.
  - Other Revenue – \$83,163.08 MTD Interest | \$634,610.21 FYTD Interest
- General Fund Expenditures
  - FYTD Budget: 9 months (75%)
  - Total FY Expenditures: 72.6% of budget
- General Fund Investments
  - US Bank Investment account: average yield to maturity 3.47%
  - Star Ohio Yield – 4.48%

#### **Permanent Improvement Fund (003):**

- Unreserved Fund Balance: \$352,959.51
- Ongoing projects:
  - Track Replacement
  - GHHS/LMS interior design/branding
  - Stevenson boiler repairs
  - Outdoor shades

#### **Construction Fund**

- Bonds proceeds rec'd April 1<sup>st</sup>
- BAN Proceeds
  - FYTD Interest – 40,006.57
- Separate SCC's for interest earnings

Ms. Collier also presented on the biennial state budget bill.

- Passed House Finance Committee – 4/8/2025
- Flat Funding (abandons implementation of Fair School Funding Plan)
- 30% Carryover Balance Provision
  - If our ending cash balance exceeds 30% of our annual expenditures, future tax collections will be reduced accordingly.
  - Incentivizes wasteful spending (e.g. use it or lose it).
  - Ignores Board of Education action to set aside funds for special purposes.
  - Ignores levy cycles and will increase frequency of levy requests.
  - Will result in tax bill fluctuations from year to year.

## **Discussion**

Mr. Bode asked for clarification on which fund(s) the 30% carryover limit would apply to.

Ms. Collier explained the proposed 30% carryover balance limit would apply to the district's general fund only.

Mr. Bode asked if there is a number that we would feel comfortable with instead of the 30%.

Ms. Collier and Mrs. Gephart both explained that while there is no one size that fits all school districts, 50% would be a more reasonable carryover balance limit.

Mrs. Gephart stated that the carryover balance limitation is really an attempt by the legislature to give money back to property owners without the state having to fund it.

Mr. Gusé asked if money can be moved out of the General Fund.

Ms. Collier explained that the Board can transfer money from the unrestricted General Fund to other restricted funds, but it's very difficult to transfer it back if it is not needed. She explained there are some options, however, that school districts have for setting aside funds that can be returned to the General Fund if not needed and those are currently being explored.

Mrs. Matney asked whether funding could be transferred to the PI fund and if it was, whether it would have to be spent that same year.

Ms. Collier explained that money could be transferred to the PI Fund, and while it wouldn't have to be spent that same year, it would have to be spent for PI purposes at some point.

Mrs. Matney asked whether funding could be transferred and used in conjunction with the current facility project.

Ms. Collier confirmed that if there were project enhancements or facility components that were not part of the bond issue that the Board chose to do, funds could be transferred from the General Fund to the construction fund for that purpose.

Mrs. Gehpart explained that while that can be done, it doesn't change our operating needs, so down the road, the district will need operating levy funds sooner.

Ms. Collier also explained that the proposed budget bill would change five-year forecasts to three-year forecasts.

Mrs. Gehpart explained that this proposal is an infringement on local school board control. She added that the bill is done in the House, but that it would be worth reaching out to Senate members to share our concerns.

**Recommendations for Approval (Motion 25-067)** Ms. Wassmuth moved to approve the following:

1. March Financial Reports  
Recommend the board approve March 2025 financial reports.
2. Budget Adjustments  
Recommend the Board approve the following adjustments:

<i>Estimated Revenue</i>	
Construction (004)	\$69,525,000.00
LMS Arts Council (018-9023)	(12.29)
Rooks Media Center Fund (018-9045)	8,108.00
GHMCEF 2023 Grants (018-9056)	(74.36)
GHMCEF 2024 Grants (018-9057)	(16,077.92)
Tournament Funds (022-9101)	10,577.07
Drama Club (200-9102)	(163.61)
Environmental Club (200-9103)	143.00
Spanish Club (200-9108)	(500.00)
Student Council (200-9111)	(292.85)
Vocal Music (200-9113)	(250.00)
History Club (200-9118)	(402.40)
Best Buddies (200-9119)	(39.00)
Garden Club (200-9121)	(105.00)
Model UN (200-9124)	1,211.95
BARC (200-9127)	132.50
Highlander Yearbook (200-9184)	(920.00)
LMS Science Olympiad (200-9204)	(2,000.00)
LMS Student Council (200-9205)	1,900.00
LMS Best Buddies (200-9208)	515.00
Athletics (300-9101)	6,500.00
Football (300-9102)	(1,525.00)
Girls Soccer (300-9106)	1,681.48
Volleyball (300-9108)	1,415.68
Boys Soccer (300-9110)	(5,943.30)
Wrestling (300-9111)	(1,000.00)
Softball (300-9112)	(5,000.00)
Boys Basketball (300-9113)	1,456.00
Girls Basketball (300-9114)	1,398.90
Cross Country (300-9117)	3,518.40
Swimming (300-9120)	210.00
LMS Girls Soccer (300-9204)	(500.00)

LMS Boys Soccer (300-9207)	(500.00)
Title I Grant (572-9025)	660.53
Title II-A Grant (590-9025)	360.59
Title IV-A Grant (584-9025)	228.02

*Appropriations*

Construction (004)	\$15,000,000.00
LMS Arts Council (018-9023)	987.71
Rooks Media Center Fund (018-9045)	13,108.00
GHMCEF 2023 Grants (018-9056)	(74.36)
GHMCEF 2024 Grants (018-9057)	(16,077.92)
Kids' Club (020-9001)	10,000.00
Tournament Funds (022-9101)	10,577.07
Drama Club (200-9102)	1,836.39
Environmental Club (200-9103)	143.00
FIRST Robotics (200-9104)	254.00
Student Council (200-9111)	(292.85)
Vocal Music (200-9113)	750.00
History Club (200-9118)	(402.40)
Best Buddies (200-9119)	961.00
Garden Club (200-9121)	395.00
Model UN (200-9124)	1,211.95
BARC (200-9127)	132.50
Class of 2025 (200-9135)	550.00
Highlander Yearbook (200-9184)	1,080.00
LMS Student Council (200-9205)	1,900.00
LMS Best Buddies (200-9208)	515.00
Athletics (300-9101)	10,533.39
Football (300-9102)	1,475.00
Musical (300-9105)	15,000.00
Girls Soccer (300-9106)	6,681.48
Volleyball (300-9108)	3,415.68
Boys Soccer (300-9110)	4,056.70
Boys Basketball (300-9113)	11,456.00
Girls Basketball (300-9114)	3,898.90
Baseball (300-9115)	10,000.00
Cross Country (300-9117)	3,786.40
Swimming (300-9120)	210.00
Title I Grant (572-9025)	660.53
Title II-A Grant (590-9025)	360.59
Title IV-A Grant (584-9025)	228.02

3. General Fund Transfer

Recommend the Board approve a transfer from the General Fund to the TIF Set-Aside for Debt Service Fund (001-9003) in the amount of \$857,077, representing 2025 Grandview Yard TIF revenue being set aside for future debt service payments on the 2019 facility bond issue.

4. TIF Set-Aside for Debt Service Fund Transfer

Recommend the Board approve a transfer from the TIF Set-Aside for Debt Service Fund (001-9003) to the Bond Retirement Fund (002-9019) in the amount of \$1,058,906, representing the Grandview Yard TIF revenue to be used for 2025 debt service principal and interest payments.

5. Julian & Grube

Recommend the Board approve a proposal from Julian & Grube for Medicaid Agreed Upon Procedures (AUP) services for the fiscal years ended June 30, 2026, and June 30, 2027.

6. Workers Compensation Group Rating Plan

Recommend the Board approve participation in the Ohio SchoolComp 2026 Workers' Compensation Group Rating program, sponsored by the Ohio School Boards Association and the Ohio Association of School

Business Officials, which includes workers' compensation and unemployment compensation claims management services, at a cost of \$1,775.00.

7. META  
Recommend the Board approve a Master Service Agreement with META for the 2025-2026 school year.

8. Then and Now Certification  
Recommend the Board approve the following then and now certifications:

PO 45287, ChannelBound, LLC, ACA Compliance  
PO 45218, Columbus Graphics, building supplies  
PO 45030, Glazier Clinics, coaching clinic  
PO 45266, Ohio State University, College Credit Plus supplies  
PO 45273, Staples, office supplies  
PO 45113, Food Service Dept., supplies  
PO 45252, Advanced Turf Solutions, grounds supplies  
PO 45332, Brad Bertani, mileage reimbursement  
PO 45268, Educational Publisher, supplies  
PO 45292, Jon Reidler, athletic assigner  
PO 45185, Kathryn Greer, boys basketball supplies  
PO 45311, Kathryn Greer, boys basketball supplies  
PO 45293, Northridge Local Schools, entry fee  
PO 45323, Shawn Hinkle, supplies reimbursement  
PO 45313, Siemens Industry, Inc., facility repairs  
PO 45358, Gordon Food Services, Kids' Club supplies  
PO 45300, VISA, classroom supplies  
PO 45255, VISA, classroom supplies  
PO 45165, VISA, athletic supplies  
PO 45349, VISA, athletic supplies  
PO 45377, VISA, conference parking  
PO 45379, Angie Ullum, professional development supplies  
PO 45168, Cell Site Capital, consulting  
PO 45388, Columbus Academy, equipment  
PO 45368, Mason Soccer Boosters, entry fee  
PO 45371, New Story Schools, tuition and related services  
PO 45089, Pressworks Holdings, LLC, printing  
PO 45381, Science Education Council of Ohio, conference  
PO 45399, Taylor Linen, prom supplies  
PO 44518, City of Columbus, pool rental  
PO 45434, Sam Belk, mileage reimbursement  
PO 45347, Mary Ann Stephens, accompanist services  
PO 45444, Shawn Hinkle, student supplies

9. Donations  
Recommend the Board accept the following donations to the Track Program:

- a. \$600 from James and Holly Hunt
- b. \$110 from Robert Mickley
- c. \$100 from Wayne Garland
- d. \$100 from Buckeye Real Estate

Mr. Bode seconded the motion

Roll Call: Mr. Bode, aye; Mrs. Gephart, aye; Mr. Gusé, aye; Mrs. Matney, aye; Ms. Wassmuth, aye.

Motion carried 5-0.

### ***Personnel***

**Recommendations for Approval (Motion 25-068)** Mr. Gusé moved to approve the following:

1. 2025-2026 Work Calendars  
Recommend the Board approve the 2025-2026 work calendars.

2. Supplemental Payment  
Recommend the Board approve the following supplemental payment:
  - a. Bob Ghiloni – Varsity Boys Basketball Coach - \$5,390.14
3. After-School Childcare Paraprofessional  
Recommend the Board approve the following after-school paraprofessional position:
  - a. Lindy Hinkle; Paraprofessional, Step 1, \$18.54 per hour, effective 3/17/25
4. Employee Work Calendar Change  
Recommend the Board approve the following work calendar change:
  - a. Sabrina Laycock; from 260 day classified work calendar to 255 day classified work calendar, effective 7/1/25
5. Certificated Appointment  
Recommend the Board approve the following appointment effective for the 2025-2026 school year:
  - a. Shawn Hinkle; 8th Grade Teacher, MA, Step 10
6. Classified Retirement  
Recommend the Board accept the following classified retirement notice:
  - a. Teresa Clayton; GHHS Secretary, effective 6/30/2025
7. Licensed Stipends  
Recommend the Board to approve the following 5th Grade Camp licensed stipends for the 2024-2025 school year:
  - a. Jenny Callif \$600
  - b. Amy Elliott \$600
  - c. Mandy Graver \$600
  - d. Katie McIntyre \$600
  - e. Roni Pettit \$600
  - f. Evan Shook \$600
  - g. Adam Smale \$600
  - h. Thomas Stanley \$600
  - i. Jill Walker \$600
8. Non-Certified Stipends  
Recommend the Board approve the following non-certified stipend for 5th Grade Camp for the 2024-2025 school year:
  - a. Blake Pettit \$600
10. Administrator Contract  
Recommend the Board approve the following administrator contract:
  - a. Logan Dunn, GHHS Athletic Director, \$105,000, effective 6/1/2025 - 7/31/2027 pending results of successful background checks
11. Athletic Director Transition Days  
Recommend the Board approve 5 transition work days for Logan Dunn prior to his contract start date of June 1, 2025, payable at his per diem contract daily rate.

12. Correction to One-Year Certified Contracts for 2025-2026  
Recommend the Board approve the following corrections to the certificated contracts for the 2025-2026 school year:

- a. Robert Lowery; HS ELA Teacher, MA, Step 7
- b. Madison Powers; HS Math Teacher, BA, Step 3

Ms. Wassmuth seconded the motion

Roll Call: Mr. Bode, aye; Mrs. Gephart, aye; Mr. Gusé, aye; Mrs. Matney, aye; Ms. Wassmuth, aye.

Motion carried 5-0.

### ***Curriculum and Instruction***

#### **First Reading**

1. 2027-2028 School Calendar – First Reading  
Recommend the Board review on first reading the proposed 2027-2028 school calendar.

### ***Co-Curricular Activities and Extra-Curricular Activities***

**Recommendations for Approval (Motion 25-069)** Ms. Wassmuth moved to approve the following:

1. Volunteers  
Recommend the Board approve the following volunteers:

- a. Deidre Gail Allman
- b. Joseph Bertani
- c. Lora Louise Black
- d. William Robert Black
- e. Alex Ryan Coe
- f. Tracey Marie Coe
- g. Jaimie Lauren Keeney
- h. Elizabeth Kitto
- i. Tina Marie Ocampo Enriquez
- j. Andrea Julia Morris
- k. Colleen Tonges O'Donnell
- l. Brittany Nicole Schaffner
- m. Sara Foley Schroder
- n. Elizabeth Ruth Short

Mr. Bode seconded the motion

Roll Call: Mr. Bode, aye; Mrs. Gephart, aye; Mr. Gusé, aye; Mrs. Matney, aye; Ms. Wassmuth, aye.

Motion carried 5-0.

### ***Adjournment***

**Motion 25-070 (Adjourn)** Ms. Wassmuth moved to adjourn the meeting. Mr. Gusé seconded the motion.

Roll Call: Mr. Bode, aye; Mrs. Gephart, aye; Mr. Gusé, aye; Mrs. Matney, aye; Ms. Wassmuth, aye.

President Gephart declared the meeting adjourned.

ATTEST:

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President

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Treasurer





EST. 1906

GRANDVIEW HEIGHTS  
SCHOOLS

## District Social-Emotional Tier One and Attributes for Success

*Our mission is to maximize and personalize every student's  
learning.*

# Definitions

**MTSS** -Multi-tiered system of supports

**Tier 1** -All student supports.

**Tier 2** -Individual or groups of students who need more support than Tier 1 provides will receive extra support, which is referred to as 'tier 2' or simply the next step in a series of support for students.

**Tier 3** -More intensive and Individualized plans and programs for students

**SEL:** Social Emotional Learning.



# Why Social-Emotional Learning?

*“Social-emotional learning is a growing area of interest in education due to the increase in child mental health diagnoses and trauma brought into classrooms every day”  
(Wilson, 2021).*

What is SEL?

Why is it important?

*When students aren't meeting expectations (grades, attendance, behavior, etc.) the question is.... why? What is the Why?*

SEL, K-12



# Social-Emotional Learning Tiers 2 and 3

Tier 2 supports are targeted interventions for students who are at risk for social-emotional or behavioral challenges that are typically delivered in small groups and focus on specific skill-building, such as emotion regulation, social skills, or coping strategies. Tier 3 are typically individualized and could include one-on-one counseling, behavioral intervention plans, or wraparound services involving family and community support.

- *IEP or 504 Plan*
- *Outside Agency Collaboration (Childrens)*
- *Zones of Regulation*
- *Check-in/ Check out*
- *Small Group prevention*
- *Rox Program*
- *MTSS plans that include mental health support (inside and outside of the classroom)*



SEL, K-12

# Social-Emotional Learning Tier 1 (All Students)

What are Tier 1 SEL supports and how does it look?

Visited Classrooms

Learned two things...

*Examples on the next two slides*

# Social-Emotional Learning Tier 1 (All Students)

## **Mindfulness & Regulation Routines**

Deep breathing, chair yoga, stretching, self-check-ins, calming music, mood meters, and structured breaks to help students self-regulate.

## **Daily Check-Ins & Informal Conversations**

One-on-one or group check-ins, class “highs and lows,” hallway chats, or “letters to the teacher” to build connection and monitor well-being.

## **Journal Writing & Reflection**

Regular self-reflective journaling or creative writing tied to identity, emotions, or mental health topics.

## **Classroom Environment & Sensory Support**

Thoughtful lighting, sound, seating arrangements, fidgets, and calm corners to support student comfort and emotional safety.

# Social-Emotional Learning Tier 1 (All Students)

## **Relationship Building & Community Culture**

Getting to know students personally, celebrating individuality, supporting extracurriculars, and prioritizing mutual respect and empathy.

## **Student Voice, Choice & Differentiation**

Offering multiple ways to demonstrate learning, flexible deadlines, group selection, and scaffolding based on needs and comfort levels.

## **Collaborative & Social Learning Structures**

Group work, classroom jobs, partner activities, and structured conversations to foster connection and teamwork.

# Inquiry Group: Comprehensive Wellness

Overall objective: Tier One Toolbox to increase comprehensive supports. Give teachers access and support to embed tier one strategies into the curriculum.

- Staff wellness
- Using data for improvement
- Learning environment and culture
- Designing impactful learning experiences

*What are we currently doing – Research – Resources available/needed – Takeaways  
–Next Steps*



# Attributes for Success

During the Strategic Planning process, a subgroup of teachers, administrators, and Board members redefined our 'Attributes for Success' into the following four categories...

# ATTRIBUTES FOR SUCCESS



## **Integrity**

Ethical Decision-Maker  
Accountable  
Empathetic



## **Curious Innovator**

Creative  
Problem Solver  
Adaptable



## **Resilient**

Daring  
Perseverant  
Growth Mindset



## **Intentional Communicator**

Audience-Centered  
Active Listener  
Collaborative

# Attributes for Success

- This year, a group of teachers and administrators (k-12) formed a committee to:
  - Deepen the definition of each Attribute
  - Discuss grade and age appropriate actualization of the Attributes
  - Create a 'skill progression' that has student and family friendly language

# Attributes for Success

Definitions

## Integrity

Someone with **integrity** is an **ethical decision-maker** who considers multiple perspectives and experiences and is culturally aware. They make **empathetic** decisions that reflect their understanding of others' feelings and experiences. They are **accountable** and take responsibility for their actions.

# Attributes for Success

Definitions

## Curious Innovator

A **curious innovator** explores new ideas, finds creative solutions, and is eager to learn more. They are **problem solvers** who see challenges as opportunities to solve problems in new ways. They are **adaptable** and **creative**; they seek new methods, learn from each experience, and continue to grow.

# Attributes for Success

Definitions

## Intentional Communicator

An **intentional communicator** carefully chooses how they share ideas and opinions by using effective verbal, written, digital, and nonverbal strategies to connect with others. They are **audience-centered**; considering the needs and feelings of the people they are interacting with. They are **active listeners**; paying close attention to what others say and responding thoughtfully and respectfully. They value **collaboration**; sharing ideas and solving problems in a way that all individuals are included, heard, and valued.

# Attributes for Success

Definitions

## Resilient

**Resilient** people do not give up, even when things get challenging. They are **daring** enough to step out of their comfort zone and **perseverant** enough to see failure as an opportunity. They have a **growth mindset**, which means they are open to new things, seek feedback, and learn from every experience.

# Attributes for Success Example

<https://docs.google.com/document/d/1XqHxP1kCvEdxTC1eQEIN9TaNKS7acvxUkyj324w5w2k/edit?usp=sharing>



# Questions and Conversation

