



Policy: 2.05

SUBJECT: **COMMITMENT TO ACCOMPLISHMENT**

Supersedes: Policy 2.04 (2001)

Effective: September 8, 2008

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Approved by: Detroit Board of Education

1.0 Policy

In order to strengthen the ability of the Detroit Public Schools to provide the high quality of education each student deserves, the District sets forth the following expectations of its General Superintendent, all District staff, administrators and non-instructional staff members, teachers and other instructional staff, students, and parents/guardians. These expectations, together with the District's Mission Statement, goals and objectives, and the commitment, hard work and team work of District staff, the students, parents and community, form the foundation for educational success.

1.1 EXPECTATIONS OF THE GENERAL SUPERINTENDENT

The General Superintendent shall:

- Develop mechanisms for implementation of Board policies by District staff and the objective measurement thereof.
- Seek resources—dollars, people, knowledge and skills—for the ultimate benefit of students.
- Be accountable for the overall state of the District, as measured by applicable laws, regulations and legislative mandates, student success, financial health and other objective measures.
- Facilitate open communication with the Board.

1.2 EXPECTATIONS OF ALL DISTRICT STAFF

Every member of the school system staff must share in the responsibility for the education of the District's students. Each staff member shall:

- Support the mission, goals and objectives of the District.
- Support the needs of District students.
- Demonstrate full commitment to the learning process.
- Participate in school and community activities so that individual staff skills can better be applied to meeting student needs.
- Use all unique or special talents to contribute to students' education.

1.3 EXPECTATIONS OF ADMINISTRATORS AND NON-INSTRUCTIONAL STAFF

Administrators and non-instructional District staff shall:

- Provide quality academic and support services to school and classroom units in response to identified school needs.
- Demonstrate leadership by advocating sound educational principles.
- Anticipate and facilitate educator and student needs.
- Ensure through complete and open communication that educational goals and objectives are accomplished, and that public trust is fulfilled.
- Increase staff competence through facilitation and participation in workshops, in-service education, and other professional development activities.

1.4 EXPECTATIONS OF TEACHERS AND OTHER INSTRUCTIONAL STAFF

Teachers and other instructional staff shall:

- Demonstrate personal and professional commitment to the achievement of every student.
- Exercise professional skills and conduct in every practice.
- Communicate to all students the expectation that every student can and should be a successful learner.
- Ensure that students understand the reasons for the things they do in school.
- Regularly seek feedback from students and educational advisors.
- Regularly report student progress to students, parents and the school administration.
- Involve parents, the community and others as resources to the learning process.
- Increase teacher competence through participation in workshops, in-service education, and other professional development activities.

1.5 EXPECTATIONS OF STUDENTS

Students must assume the primary responsibility for their learning, and must also accept responsibility for themselves in the learning environment and in society. In carrying out this responsibility, students shall:

- Attend school regularly and promptly.
- Arrive each day prepared to learn and to perform to the best of their ability.

- Complete outside preparation, including homework assignments.
- Question subject matter when it is not clearly understood.
- Identify and pursue personal academic interests.
- Assist in the development of their academic plans of work.
- Demonstrate the utmost respect and regard for other students, school staff, and school property.
- Practice conservation and improvement of the school community and its property.

1.6 EXPECTATIONS OF PARENTS AND GUARDIANS

Parents and guardians must also accept responsibility for their student’s learning and growth into responsible members of society. They shall:

- Ensure that their students attend school regularly and promptly.
- Encourage positive attitudes toward school and learning.
- Provide or secure adequate clothing, nutrition, shelter, necessary physical examinations and health care.
- Provide a designated place at home and sufficient time for study without distraction.
- Insist on the proper use of study time.
- Supplement the school efforts with parental encouragement.
- Respond positively to requests from school staff, including the request to be available for discussion of student performance with teachers, counselors, and administrative staff.
- Initiate inquiry with the school administrative staff and classroom teacher when the student experiences any difficulty in learning.
- Become involved in setting student goals and objectives.
- Help strengthen supportive relationships between the student, school and community.

Attachments to Policy 2.05: None

See also: None

Legal References: None

Labor Contract References: DFT, OSAS