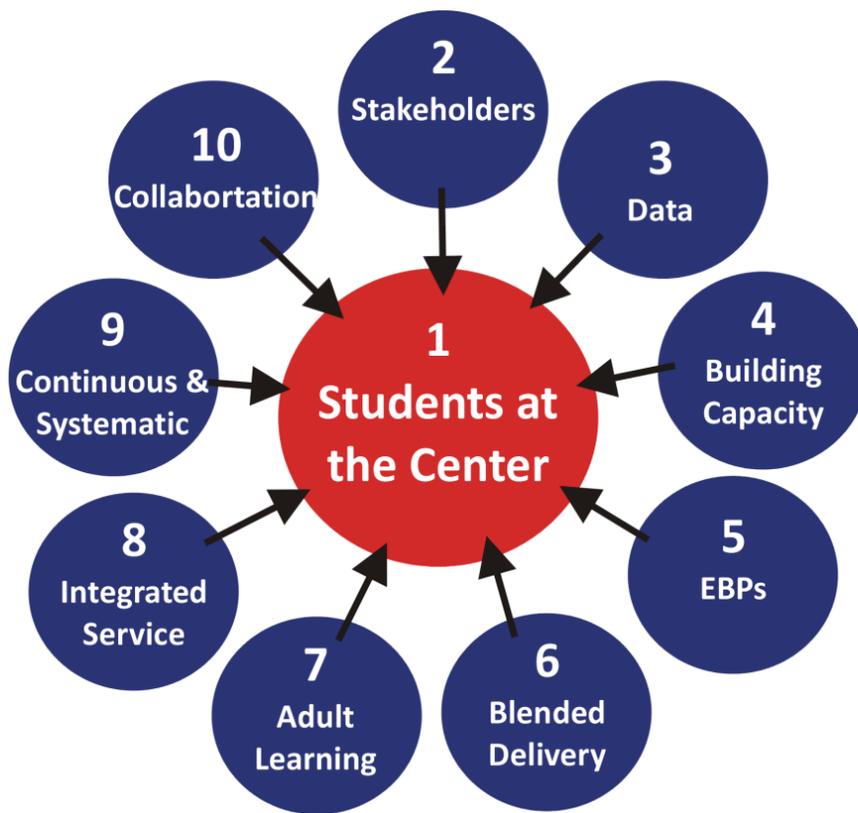


# OUR 10 GUIDING PRINCIPLES

## "How" We Approach Our Work

Our Guiding Principles (GPs) work with our “Why” to guide us in how we deliver our services and how we work with those we serve. At the heart of our GPs are the students. We have an unwavering commitment to ensuring that all students, regardless of ability, SES, race, culture or language, get access to a rigorous, meaningful and relevant educational experience. All other GPs support this first GP. Our GPs incorporate all that we know to be significant to implementing effective, efficient, coordinated, cohesive, needs based, data-driven professional development systems of support to schools, families/parents. We will use these GPs in our Upstate PDRC’s work day in and day out:



- 1 STUDENTS ARE AT THE CENTER OF ALL WE DO—**  
Student success is our “Why”
- 2 KEY STAKEHOLDERS ARE OUR PARTNERS...**  
and through partnership we are better able to understand needs and deliver services.
- 3 DATA IS CENTRAL TO OUR WORK.**  
A needs assessment will identify key stakeholder needs and service delivery. Continuous progress monitoring and ongoing evaluation will document evidence of success/challenges in order to target areas for improvement. Data is critical to document the impact of services on key stakeholders and ultimately on students.
- 4 CAPACITY BUILDING FOR CONTINUOUS IMPROVEMENT...**  
enables key stakeholders to build their internal wisdom and capacity toward ongoing systems change.
- 5 EVIDENCE BASED PRACTICES...**  
are essential for systemic improvement and are applicable to the classroom, school, district and regional levels.
- 6 A BLENDED SERVICE DELIVERY APPROACH...**  
of in-person and web-based PD/TA meets today’s fast-paced adult learning needs.
- 7 ADULT LEARNING PRINCIPLES...**  
create relevance, voice, choice, meaning, engagement and flexibility for today’s adult learners.
- 8 INTEGRATION...**  
of existing school improvement efforts is important for service providers to leverage and maximize the impact of resources and services.
- 9 CONTINUOUS AND SYSTEMATIC...**  
PD and TA opportunities that ensure deeper, ongoing, embedded learning for key stakeholders are essential.
- 10 COLLABORATION:**  
We hold high standards for and model the collaborative practices necessary for meaningful and powerful partnerships: dialogue, reflection, reciprocity and reliability.