



**STAFF ESSENTIAL
AGREEMENT
2018**

What we value and believe about learning spaces:

- **They should be flexible**
- **Students help create and decide on their learning space**
- **They need to be engaging**
- **They are a learning opportunity**
- **They need to ensure that we respect others, ourselves and our belongings**
- **They should inspire us!**

How we embody the IB attitudes:

- **We are curious and lifelong learners**
- **We live the attitudes and refer to them often**
- **Shared collaborative workload with a sense of humour when things go wrong**

What we value and believe about working with our students:

- **Their individualism**
- **Developing relationships with them**
- **We are on a journey to gain knowledge together**
- **Seeking opportunities for student agency**
- **We have collective responsibility for all our students at Milgate**

What we value and believe about working with our colleagues:

- **We acknowledge each others experience and expertise in different areas**
- **A good sense of humour is essential**
- **Professional trust**
- **We respect each other Collaborative expertise**
- **Shared responsibility**
- **Constructive feedback on your work and ideas that you contribute**
- **Having fun**
- **Valuing everyone's strengths and weaknesses**

What we value and believe about professional development:

- **Demonstrating a growth mindset**
- **Aiming to improve learning and teaching**
- **Meeting the point of need of our students**

What we value and believe about collaborative planning:

- **Allows for new and improved ideas**
- **Learning from each other**
- **All contributing**
- **Respectful relationships**
- **Chance to be heard and a chance to listen**