



# ASPIRE CULTURE



## Each aspect of Aspire’s culture has helped fuel our success as an organization

### Key aspect of Aspire culture

#### Student Achievement at the Center:

All teammates put students’ learning first — and believe that helping students achieve *College for Certain* is at the core of our jobs.

#### Focus on Principals & Teachers:

The most important jobs at Aspire are school principals and teachers. Through the balance of autonomy, there is an emphasis on honoring the profession of teaching as noble and righteous.

**Kayak-y and Nimble:** Aspire is nimble in tackling challenges and seizing opportunities in pursuit of achieving the best results for students. We refuse to become a stagnant bureaucracy.

#### Always Striving to Improve:

Teammates are never satisfied with the status quo and believe that we can always do more and do better. Teammates regularly use data to learn and grow as professionals.

**Personal Connections:** Aspire is a deeply personal organization where individuals show great care for one another and where leaders are known and accessible.

**Equity:** Teammates understand that every student deserves to receive what he/she needs to succeed (equity), not that every student receives the same amount of resources, instruction, attention etc. (equality).

### How it has been instrumental in success

- Fuels teammates to come to work everyday and persist in the face of adversity
- Builds trust in each individual’s intentions and decisions, including tough tradeoffs
- Presumes those closest to the students (principals & teachers) are best positioned to make the most impactful decisions
- Attracts high caliber talent to Aspire
- Drives high student achievement
- Distinguishes Aspire from district “oceanliners”
- Requires and empowers each teammate to make good decisions for students, releasing an entrepreneurial spirit
- Prompts continuous improvement of academics and operations at all levels of the organization
- Creates transparency in performance measurement and accountability to results
- Creates a sense of belonging and of being valued
- Builds trust across all levels of the organization
- Makes Aspire feel like a special place to work
- Teammates use an equity lens to examine our policies, practices and systems
- We strive for all groups to increase access and benefit from our work