CCSD 180 Leading with C.A.R.E Update

January 26th, 2026

CARE is how we lead, communicate, and connect

- **C**ulturally Responsive Practices
- **A**ffirmations
- **R**elationships
- **E**mpowerment

Key Message:
Leading with CARE is not a one-time initiative—it is embedded in our daily interactions, expectations, and school culture.

Leading with CARE Through Leadership

Modeling expectations through daily actions

- Kanisha, Julie, and Victor intentionally model CARE in all interactions with:
  - Students
  - Staff
  - Families
- Leadership presence in classrooms reinforces shared expectations and values
- Our CARE begins with leadership and is reinforced through consistency and visibility.

Creating Inclusive and Welcoming Spaces

Responding to feedback and student voice

- Feedback from *Leading with CARE presenters* highlighted the need for:
  - Increased display of student work
  - More inviting and affirming hallways
- Action taken:
  - Custodial staff installed cork board strips and bulletin boards
  - Hallways are being transformed to reflect student learning and identity

*Our goal is to use our student voice and external feedback directly inform school improvement efforts.

- Student CARE survey

Affirming Students and Staff

Recognizing strengths and positive practices

- While in classrooms, administrators:
  - Acknowledge student effort and engagement
  - Recognize staff for effective instruction and classroom culture
- Affirmations are specific, intentional, and consistent

*We use Affirmations reinforce positive behavior, build confidence, and strengthen morale.



Building Relationships Through Communication

Clear, consistent, and supportive messaging

- Weekly Principal Notes sent to AMJE staff & Friday Focus to AMJE & BRMS staff:
  - Reinforce expectations
  - Celebrate successes
  - Provide clarity and alignment
- Ongoing communication strengthens trust and shared responsibility

*Our goal is to build strong relationships are through transparency, consistency, and follow-through.

Empowering Staff and Students

Supporting ownership and growth

- Friday Focus (District-wide weekly communication):
  - Reinforces Leading with CARE expectations
  - Provides reminders and supports
  - Aligns school and district messaging
- Staff are empowered with:
  - Clear expectations-checklist provided
  - Ongoing reminders through lesson plans
  - Recognition for effective practice though weekly lesson plan feedback from administrators