



## Goals and Objectives

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## **INTRODUCTION**

The vision outlined herein, defines the business goals and objectives for Brickhouse Academy that draws from both personal experience and values that aligns with the overall strategic vision of the organization—a vision that will empower staffs, parents/guardians, and students to live the shared values of the organization.

This document is organized into three sections. The first section outlines the strategic vision for Brickhouse Academy using eight bold ideas: Integrity and Honesty; Take on Big Challenges, Accountability, Passion, Be Open, Respectful, and Trustful; Strive for Excellence; Growth Mindset; and Culture and Inclusion. The second section discusses how success at Brickhouse Academy look like following the adoption the outlined vision. The third and concluding section explains how the Capacity Grant will enhance our ability to provide superior childcare to our students.

## **MISSION STATEMENT**

To enhance learning in every child, regardless of age or stage, with love and fun.

## **STRATEGIC VISION**

The vision for Brickhouse Academy draws from values created on eight bold ideas: Integrity and Honesty; Take on Big Challenges, Accountability, Passion, Be Open, Respectful, and Trustful; Strive for Excellence; Growth Mindset, and Culture and Inclusion. The vision epitomizes the organization’s core values and promote a culture of creativity, innovation, inclusiveness, and teamwork.

### **Integrity and Honesty**

Integrity and honesty are about how we act when no one is looking. It is at the heart of our every interaction, deed, and decision we make. Integrity and honesty add up to trust (Bennis & Goldsmith, 2010). And when there is trust, anything is possible.

## **Take on Big challenges**

We will always operate by the creed and positive attitude that “if you believe you can, you can” (Maxwell, 2009, p. 88). Therefore, we will never only pick the easy problems to solve. Our very existence will be borne of the desire to innovate and deliver the best education and service to every child in our school—not matter who they are, their background, or learning abilities. The bigger the challenge, the more grit, fortitude, courage, and optimism we will apply.

## **Accountability**

Having a shared vision means that we must all take full responsibility for our actions. Therefore, we will make commitments every day, spoken and unspoken, to address issues head-on without fear of reprisal. In hallway conversations, meetings, and every single time someone interacts with our school, is an opportunity to build credibility, partnership, and trust – or not. We must value accountability because it matters to the organization and each of us.

## **Passion**

At Brickhouse Academy, our fervor comes from our deep belief in the potential of every child. We believe that our combined contributions have the power to change every child’s life in our school for the better, for real – and we must be assiduous in this pursuit. Thus, by reaching out to each student with passion (Maxwell, 2009), the expectation is that the same is reciprocated by every student as well as their parents or guardians. That is what should motivate us to work every day.

## **Be Open, Respectful, and Trustful**

The concern we show for others is one of the clearest and most unambiguous signals of out trust. It is how we relate to others in the society we live in, love in, and create in. Therefore, we will listen and assume good intent in our students, their parents/guardians, and each other

every day to ensure we continue to build and maintain a climate of trust (Kouzes & Posner, 2012).

### **Strive for excellence**

Our goal is excellence, our path there is learning. We will always take calculated risks, experiment (Kouzes & Posner, 2012), and invite honest feedback that provides meaningful insight that enables continuous improvement within our origination.

### **Growth Mindset**

When we share in a growth mindset, only then can we be diverse and inclusive. This means reflecting on our past, attending to the present, and evaluating the prospects for the future (Kouzes & and Posner). This means learning about our students, their parents or guardians, and the community with a beginner's mindset and then providing solutions that meet and exceed their needs. It is about being insatiable in our desire to learn from others and bringing that knowledge into our organization, while employing innovative ideas to educate our students – rejecting plateaus and inviting learning. For us to thrive, especially through prolonged periods of time, we must recognize that the world is not a fixed place; that it is constantly shifting and reacting to greater forces. Thus, for us to be successful, we must be flexible and embrace evolution, even when it is uncomfortable or expensive.

Growth mindset is also about taking bold and courageous actions. By empowering broad-based actions and "... removing as many barriers as possible ..." (Kotter, 2012, p.106), we go from a fixed mindset to growth mindset. We go from being good to getting better. This means not being afraid to experiment, take risks, or fail. Thus, we will persist in the face of setbacks, see failures as essential to learning, learn from criticism, find lessons and inspiration in the success of others, and embrace challenges with agility.

## **Culture and Inclusion**

As humans—even the most progressive of us—we are programmed to subconsciously collect and store these unconscious biases. Sporek (2015) eloquently defined unconscious bias as:

A bias that we are unaware of, and which happens outside of our control. It is a bias that happens automatically and is triggered by our brain making quick judgements and assessments of people and situations, influenced by our background, cultural environment, and personal experiences. (p. 910)

Unconscious bias is also about preferring or against a person or group—a preference that one is not aware of having, but nevertheless communicated through statements or actions. When it comes to the workplace—and what makes it so important to call out—is that these judgments can give people both unearned advantage and unearned disadvantage.

People can also be biased about anything, not just physical factors, but also things like communication style or what someone does in their free time. When people do not fit our internalized expectations, we can sometimes have difficulty seeing their talents, motivations, and potential clearly—which can cause us to interact with them less effectively.

Unconscious bias needs to be acknowledged and monitored. When we understand how biases influence our behavior, we can act to create an inclusive culture, one where everyone can contribute, innovate, and provide the best learning environment and experience for every student, as well as an inclusive and productive working environment for ourselves.

### **WHAT DOES SUCCESS LOOK LIKE AT BRICKHOUSE ACADEMY?**

The vision outlined is bold and ambitious, yet, achievable. It is people focused. It embodies the values and traits that will empower everyone on staff to be the best version of

themselves. It also enables the staff to bring out the best in each other, and others – especially the students and their parents or guardians.

However, we do not measure success at Brickhouse Academy solely on how much income we make, by the number of students we enroll, or how fast we grow as an organization. We will however see success through the prism of the success of our students. If they are not successful, then we are not successful. Success is about the success of our students, based on how well they do socially and academically because of attending Brickhouse Academy.

Success is about generating small wins (Kouzes & Posner, 2012) and striving for progress, not perfection. If a student goes from not knowing her or his ABCs to being able to recite letter phonics of all the letters in the alphabet, that is a win. If a student who was once shy around other students becomes the most talkative in class, that is a win. If a student who was once afraid to raise her or his hand in class becomes the most eager to learn, that is win. When we can get every parent more involved in their kid’s learning development, that is a huge win. These wins amount to success, and thus, will be emblematic of what success will look like at Brickhouse Academy.

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