



Journey Primary Culture Vision

AT KIPP Journey Primary, we celebrate who we are and the journey we are on. We appreciate the connections we make with each other, with our learning and the world around us. We combat fear, hate, and injustice by seeking to know the unknown about one another and the world around us. We honor our similarities and differences to enrich our own journey and the journeys of others. The opportunity to learn and grow our hearts and minds not only lives in classroom lessons, it is in every moment of every day. We acknowledge our individual and collective growth, we collaborate, we take risks, we make mistakes, we reflect, we laugh, we cry and we hug. With trust and love, we support liberally and challenge directly.

We realize our cultural vision at KIPP Journey Primary by living our common STORY values every day.

SHOW LOVE
TEACH EACH OTHER
ONE FAMILY
READY TO TRY AGAIN
YOU ARE IMPORTANT



A detailed outline of each value and how we will bring them to life each day among students and staff can be found on the following pages.

Value	What it means	Operating Norms	Quotes	Artifacts/Books
<p>Show Love Value: Honor and Empathy Belief: We have limitless potential to impact the journeys of those around us.</p>	<p>We have an equal opportunity each day to make a positive or negative impact on someone and their journey; choose to make a positive impact and encourage others.</p>	<p>We honor ourselves and show self-love by coming to school with our uniform on, our homework completed and ready to learn. We celebrate our accomplishments and the accomplishments of others. We show love to others by being happy and being kind. We smile at each other and greet each other every day. When my classmate is having a bad day, I ask how I can make him/her feel better. We show love for our learning space by respecting our learning materials and cleaning up after ourselves.</p>	<p>“Find joy in others’ joy.” - Unknown “Be so happy that when others look at you they become happy too.” -Harbhajan Singh Yogi “Don't cry because it's over, smile because it happened.” - Dr. Seuss “Every action in our lives touches on some chord that will vibrate in eternity.” – Edwin Hubbel Chapin “Be silly, be honest, be kind.” - Ralph Waldo Emerson “One kind word can change someone’s entire day.” - Unknown</p>	<p>Books <i>Have You Filled a Bucket Today?</i> by Carol McCloud <i>My Heart Fills with Happiness</i> by Monique Gray Smith <i>Augustus and His Smile</i> by Catherine Rayner <i>A Sick Day for Amos McGee</i> by Phillip C. Stead L <i>Last Stop on Market Street</i> by Matt de la Pena <i>Amos and Boris</i> by William Steig <i>Those Shoes</i> by Maribeth Boelts</p> <p>Practices</p> <ul style="list-style-type: none"> • Shout-outs during afternoon meeting • Team building activities • Walls of gratitude in every classroom • Reflection journal topics like “write about one thing you are happy you learned today...” or “write a letter to someone about what or who you are thankful for this week...”
<p>Teach Each Other</p>	<p>We approach our learning and our work with enthusiasm and inquiry. We</p>	<p>We ask questions of others to learn something new about them and their experiences.</p>	<p>“Make each day your masterpiece.” -John Wooden</p>	<p>Books <i>On a Beam of Light</i> by Jennifer Berne</p>

<p>Value: Excellence and Curiosity</p> <p>We are all teachers and learners on the journey.</p>	<p>explore new ideas and new topics looking for lessons to take with us on our journey. Lessons know no boundaries of setting or relationship. We can learn something from everyone on our journey.</p>	<p>We pose questions and seek answers when want to learn something new about a topic. We think about all the places we can find information when we are curious about something. We leveraged the knowledge of others to learn something new. When someone needs help, we don't give them the answer, we teach them how to solve the problem.</p>	<p>"We keep moving forward, opening new doors, and trying new things, because we are curious and curiosity keeps leading us down new paths." – Walt Disney "Be curious always! For knowledge will not acquire you; you must acquire it." – Sudie Back</p>	<p><i>Koalas Eat Gum Leaves</i> by <i>Laura and Philip Bunting</i></p> <p>Practices</p> <ul style="list-style-type: none"> • Parking lot in the classroom where students can pose questions for their classmates or teachers to answer • Research, writing and project opportunities to explore new topics • Students talk with each other daily about their learning • We listen to the needs of our students • Reflection journal topics: "did something I learned this week change the way I think about the world around me?" or "what did I do this week to learn something new?"
<p>One Family Value: Teamwork</p> <p>Belief: We do not journey alone. We create family and community on our journey</p>	<p>Like a family, we have good times and challenging times on our journey, but we work as a team and help each other on our journey to be our very best.</p>	<p>We solve our problems by talking to each other and supporting each other. We work as a team and help one another. We appreciate the unique traits in one another because it makes our family beautiful.</p>	<p>"Family is family, whether it's the one you start out with, the one that you end up with or the family you gain along the way." –Modern Family "We may not have it all together, but together we have is all." –Unknown</p>	<p>Books</p> <p><i>Swimmy</i> by <i>Leo Lionni</i> <i>Stone Soup</i> by <i>John Muth</i> <i>The Junkyard Wonders</i> by <i>Patricia Polacco</i></p> <p>Practices</p> <ul style="list-style-type: none"> • Team building activities • Morning meeting

<p>who impact everything we do.</p>			<p>“Treat your family like friends and your friends like family.” -Proverb</p>	<ul style="list-style-type: none"> • Highlighting students unique traits and how they contribute to the whole class • Restorative conversations about family and teamwork when students have disagreements
<p>Ready to Try Again Values: Resilience and Growth Mindset</p> <p>Belief: We reflect on our experiences and mistakes to carry lessons-learned with us on our journey.</p>	<p>Every day is an opportunity to learn something new and try something new. Sometimes we will make mistakes in our learning and our decisions but we reflect, we renew and we are ready to try again.</p>	<p>When I have made a mistake in my work, I see it as an opportunity to learn and try again. If I hurt someone else I apologize and try to heal the relationship. I don't let one poor decision ruin my whole day. I forgive someone else when they have apologized and acknowledged their mistake. When something is difficult for me I do not give up, I ask for help.</p>	<p>“Mistakes are proof that you are trying.” –Unknown “Do the best you can until you know better. Then when you know better, do better.” – Maya Angelou Anyone who has never made a mistake has never tried anything new.” – Albert Einstein I've missed more than 9,000 shots in my career. I've lost almost 300 games. Twenty-six times I've been trusted to take the game winning shot and missed. I've failed over and over and over again in my life. And that is why I succeed.” – Michael Jordan</p>	<p>Books <i>The Girl Who Never Made Mistakes</i> by Mark Pett <i>Beautiful Oops</i> by Barney Stalzburg <i>GIRAFFES CAN'T DANCE</i> by Giles Andreae <i>Thank you, Mr. Faulkner</i> by Patricia Polacco <i>The Dot</i> by Peter H. Reynolds <i>The Day the Crayons Quit</i> by Drew Daywalt</p> <p>Practices</p> <ul style="list-style-type: none"> • Teachers never talk about mistakes as permanent of refer to them as bad • We refer to mistakes as opportunities to learn • After reteaching students always get the opportunities to re-do an assignment to show what they know and encourage a growth mindset

				<ul style="list-style-type: none"> • Reflection journal topics: “write about a mistake you are proud you learned from this week...” or “what are some strengths that I leveraged to solve a problem this week?” • Teachers and students will celebrate effort and explicitly relate effort to success • Students will reflect on goals they set for themselves each week and on the specific actions they took in order to reach that goal and if they did not reach that goal then what strategies of strengths can they employ in order to reach that goal
<p>You are Important Values: Honor and Sense of Self Belief: A strong sense of self and identity gives us the confidence to</p>	<p>Through reflection and self-expression we define our values, our beliefs and our dreams. When you continue on your journey with confidence in who you are, you have limitless potential to be a positive force in the world.</p>	<p>Share your experiences with others. Ask others about their experiences. Honor when someone else is speaking by listening with attention and love. Expect others to listen with honor and love when you are speaking.</p>	<p>“You have brains in your head. You have feet in your shoes. You can steer yourself any direction you choose. You're on your own. And you know what you know. And YOU are the one who'll decide where to go...” –Dr. Seuss</p>	<p>Books <i>Chrysanthemum</i> by Kevin Henkes <i>Amazing Grace</i> by Mary Hoffman <i>Red, A Crayon's Story</i> by Michael Hall <i>The Name Jar</i> by Yangsook Choi</p>

be our best self on our journey and to bring out the best in others.

Come to school every day prepared to learn.

“Today you are You, that is truer than true. There is no one alive who is Youer than You.” –Dr. Seuss
 “Why fit in when you were born to stand out?” –Dr. Seuss
 “You must be the change you want to see in the world.”
 Mahtma Gandhi

Jack, Not Jackie by Erica Silverman
Elena’s Serenade by Campbell Gessin

Practices

- All teachers will learn all student names in their classes by the end of the first week of school and pronounce each correctly
- Teachers will give student surveys to find out student interests, hobbies and family life
- Students will participate in age appropriate identity project portfolios each year that will follow them each year with the culminating project in 5th grade to reflect on who they are and how they have changed over the years at Journey
- Students will reflect regularly in their reflection journal about who they are, lessons they have learned, and their unique talents and traits that make them who they are

Value	Student Actions	Teacher Actions with Scholars	Journey Colleague Interactions
<p>Show Love Value: Honor and Empathy Belief: We have limitless potential to impact the journeys of those around us.</p>	<p>We honor ourselves and show self-love by coming to school with our uniform on, our homework completed and ready to learn.</p> <p>We celebrate our accomplishments and the accomplishments of others.</p> <p>We spread joy to others by being happy and being kind.</p> <p>We smile at each other and greet each other every day.</p> <p>We honor our teachers and peers by speaking with love and kindness to bring them joy.</p> <p>Be your best, do your best and encourage others to do the same!</p> <p>We only use encouraging words when someone is struggling.</p> <p>When my classmate is having a hard time learning something new, I offer to help.</p> <p>When my classmate is having a bad day, I ask how I can make him/her feel better.</p> <p>I learn about my classmates by asking about them.</p> <p>We show love for our learning space by respecting our learning materials and cleaning up after ourselves.</p> <p>We respectfully hold one another accountable for respecting the learning environment.</p>	<p>We greet students at the door every morning.</p> <p>We shout out students and recognize a job well-done with positive reinforcement.</p> <p>Our tone with students is never harsh, punitive, loud or sarcastic.</p> <p>Lessons should be engaging and bring joy to learning. When the teacher is having fun teaching, students have fun learning.</p> <p>We talk about students as if their families are in the room.</p> <p>We hold high expectation for ALL of our students and differentiate our lessons to ensure that all of our students are supported in reaching their goals.</p> <p>When a student is having a hard time with his/her work we take ownership of their struggle and reteach until they understand.</p> <p>We proactively learn about our students' lives, interests and families.</p> <p>We proactively teach social emotional skills that allow students to build strong relationships with each other.</p> <p>We actively model empathy and kindness in every interaction with our students.</p>	<p>We greet one another with a smile and greeting when we pass in the hallway.</p> <p>We celebrate accomplishments and strengths of one another.</p> <p>We shout out colleagues at weekly team huddle on Fridays and in weekly notes.</p> <p>We fully participate in team builders and discussions during school-wide PD.</p> <p>We come prepared with a growth mind-set and positive attitude to content teams, data meetings and observation debriefs.</p> <p>When we have a problem or a challenge we stay solutions-oriented.</p> <p>We only use kind words with one another.</p> <p>When we give adjusting feedback we do so with love.</p> <p>We give and receive help.</p>

<p>Teach Each Other Value: Excellence and Curiosity</p> <p>We are all teachers and learners on the journey.</p>	<p>All KIPPsters in the building put forth their best in order to teach and learn at the highest levels.</p> <p>I learn about my classmates by asking about them.</p> <p>We learn from our classmates by listening attentively and tracking the speaker.</p> <p>We engage in classroom discussions with our peers to learn something new from them and to offer our thoughts for their learning.</p> <p>We can learn as much from our classmates as our teachers.</p>	<p>We do not adjust our expectations; we adjust our teaching/learning in order to meet those expectations.</p> <p>We <u>do not</u> operate under the assumption that just because we taught something that our students have learned it.</p> <p>We use data to drive our instruction and adjust our course before, during and after the lesson.</p> <p>We reteach a concept that has not been mastered within 48 hours.</p> <p>We never blame students for their misunderstanding.</p> <p>We create safe, inviting spaces for our students to learn and grow through constant encouragement and reinforcement of hard work and effort.</p> <p>We encourage diversity of thought and multiple ways to solve one problem.</p> <p>We have time built into every lesson for students to learn from one another in turn-and-talks and classroom discussions.</p> <p>We display multiple ways for students to solve a problem or to arrive at a conclusion.</p> <p>We question others to get them to access their own knowledge before giving an answer.</p>	<p>We accept that the journey to becoming a master teacher does not have a set destination. We will always be learning and growing.</p> <p>We engage in the productive struggle of becoming better every single day by coming to our content teams, weekly data meetings and observation feedback with a growth mindset and ready to learn some new to grow as a professional.</p> <p>We actively participate in live-coaching moments with grace and flexibility.</p> <p>We actively participate in practice clinics with our colleagues in the interest of sharpening our teaching craft and becoming the best we can be for our students.</p> <p>We accept that we will not always know the answer or have “right” way of doing something.</p> <p>When we don’t know how to do something, we ask for help.</p> <p>We look at data as objective information to guide our instruction. It is not a reflection of our students’ or teachers’ character or ability, it is a gift for us to understand what they have mastered already and what to teach differently.</p> <p>We become experts of our craft by engaging in live coaching, informal and formal observations, debriefs and</p>
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<p>One Family Value: Teamwork Belief: We do not journey alone. We create family and community on our journey who impact everything we do.</p>	<p>We solve our problems by talking to each other and supporting each other.</p> <p>We work as a team and help one another.</p> <p>We appreciate the unique traits in one another because it makes our family beautiful.</p> <p>We treat others as we want to be treated.</p> <p>We assume the best in others and do not jump to conclusions about their intentions.</p> <p>We learn about our peers by asking questions about their lives.</p>	<p>We provide opportunities for our students to work together on a daily basis.</p> <p>We encourage positive social interactions and when we witness a social interaction that is not positive we use this as a teachable moment to give students the tools to solve problems and develop their social skills.</p> <p>We do not disregard disagreements between scholars; we help them navigate tough conversations so that they can build empathy and relationships.</p>	<p>We take opportunities to learn about our colleagues and share our stories with one another.</p> <p>We engage in conversations about diversity, equity and inclusion so that we can better understand ourselves and our Journey family.</p> <p>We participate in discussions and team builders at PD.</p> <p>We ask for help when we need it and we offer help when someone else needs it. Like a family, we engage in loving candor because we love each other and want</p>

	<p>We do not exclude others at recess, at lunch or in other social settings.</p>	<p>We love each and every child like they were our own; we see the best in them and we help them see the best in each other. We welcome the stories of our students' home lives and provide space for them to share their lives with you and with their classmates.</p>	<p>each other to get better as a team and family. We laugh together, cry together, and solve problems together.</p>
<p>Ready to Try Again Values: Resilience and Growth Mindset Belief: We reflect on our experiences and mistakes to carry lessons-learned with us on our journey.</p>	<p>When I have made a mistake in my work, I see it as an opportunity to learn and try again. We reflect on our interactions with others both positive and negative. We embrace the mistakes we make in our relationships with others as opportunities to learn and become better. We own our mistakes and apologize. We reflect on the lesson we learned in that interaction and the impact the lesson can have on our future interactions with others. We do not let one moment or one mistake ruin our whole day. We forgive someone else when they have apologized and acknowledged their mistake. We do not give up when something is difficult; we ask for help and offer our help to others.</p>	<p>When a student has made a mistake we celebrate it as an opportunity to learn. We always give students multiple opportunities to practice a skill or concept in a lesson. After reteach, we give another opportunity for students to show mastery through independent practice or assessment. We ask students to reflect on their effort and process of understanding and learning something new at least 2 times per week in their journal. We ask students to reflect on their relationships and lessons learned in their journal at least once a week. We develop our students' social-emotional skills to restore and repair relationships that they have harmed. We model social-emotional skills daily in the classroom. We only give consequences after we have retaught the expectations and skills to succeed at meeting the expectation</p>	<p>We accept that the journey to becoming a master teacher does not have a set destination. We will always be learning and growing. We engage in the productive struggle of becoming better every single day by coming to our content teams, weekly data meetings and observation feedback with a growth mindset and ready to learn some new to grow as a professional. We actively participate in live-coaching moments with grace and flexibility. We actively participate in practice clinics with our colleagues in the interest of sharpening our teaching craft and becoming the best we can be for our students. We ask questions and engage in the feedback cycle with our colleagues and coaches. When we are having a challenge with a colleague we address it within 24 hours.</p>

			<p>We assume the best in others and we do not jump to conclusions about their intentions.</p> <p>We seek advice from coaches and leadership team on how to handle a situation that is unfamiliar or hard to navigate.</p> <p>We do not judge others in their struggle, we help and support one another.</p> <p>We reflect on our lessons learned both publicly and privately.</p>
<p>You are Important Values: Honor and Sense of Self Belief: A strong sense of self and identity gives us the confidence to be our best self on our journey and to bring out the best in others.</p>	<p>We have opportunities throughout the school year for reflection and creative expression of self.</p> <p>We set rigorous goals for ourselves.</p> <p>We honor one another’s learning styles.</p> <p>We participate in KJP portfolio projects each year to dig deeper into who we are and our impact in the world.</p> <p>We acknowledge the experiences of others without judgment.</p> <p>We approach one another with curiosity and love.</p> <p>We honor ourselves and our importance by coming to school every day excited to learn something new.</p> <p>We honor ourselves, our classmates and our teachers by raising our hand to speak in class.</p> <p>We always turn in our best work; if we think we can do better we are ready to try again until we give our best.</p>	<p>Classrooms should reflect the personality and identities our students.</p> <p>We learn the interests, talents, hobbies and dreams of our students through student surveys, interviews and conferences.</p> <p>We provide a safe space for all students to share who they are.</p> <p>We read texts that are culturally responsive to our students’ identities.</p> <p>We purposefully plan morning meetings that allow students to share who they are to engage in discussions with their peers to learn about one another.</p> <p>When students question and discuss differences we do not shy away from</p>	<p>We participate in conversations about our identity, experiences and biases.</p> <p>We will experience and embrace discomfort in our journey of understanding our biases.</p> <p>We will honor the stories of our colleagues and provide our own stories as well.</p>

We reflect on our short-term and long-term goals.

these teachable moments, we engage in the discussion without judgment.

We build confidence in each and every student every day by honoring exactly who they are with our love and curiosity.

We will deliver lessons that align to KJP portfolio projects each year so that students dig deeper each year into who they are.

We will provide time and space for our students to reflect in their journal weekly.