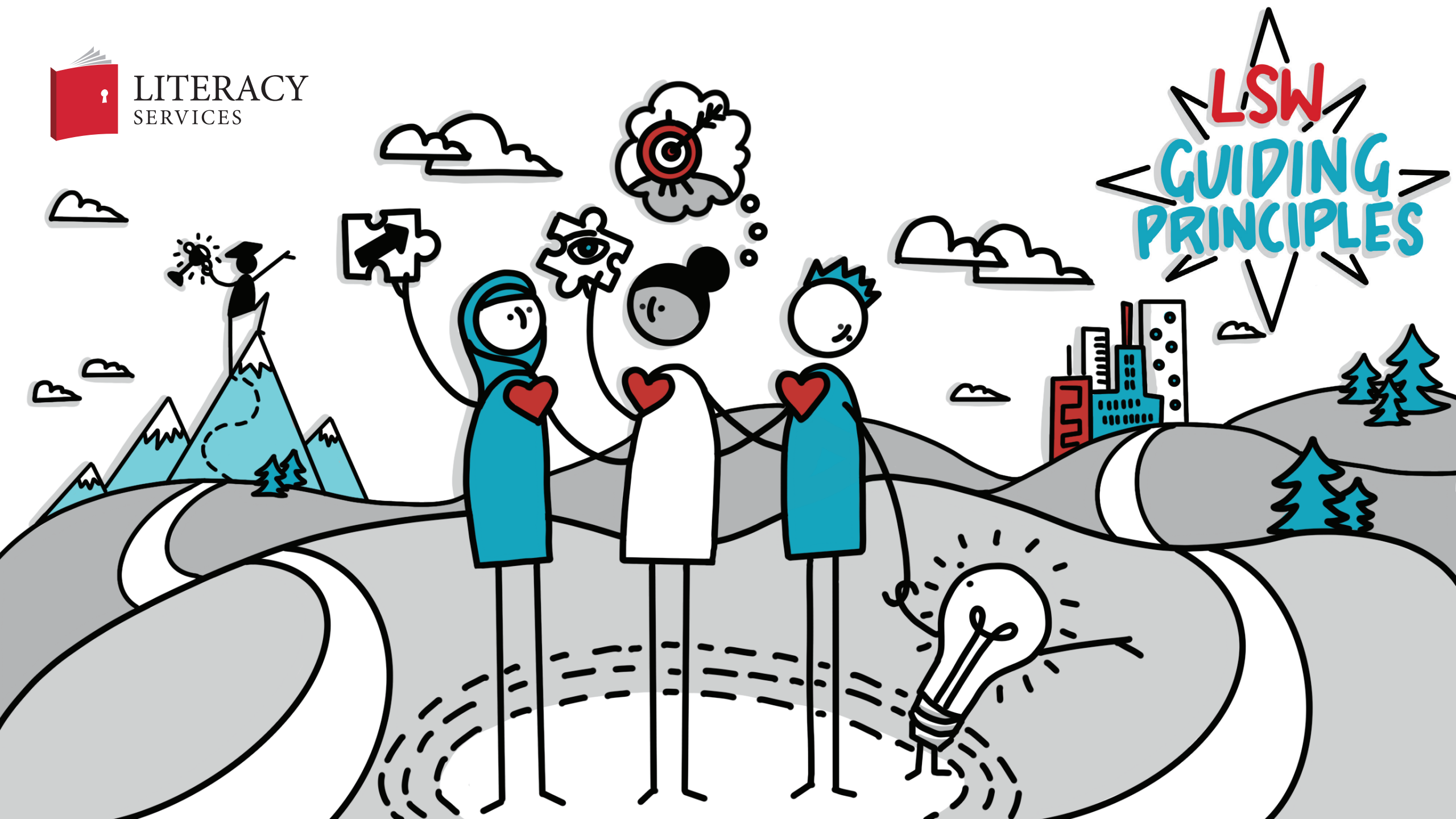
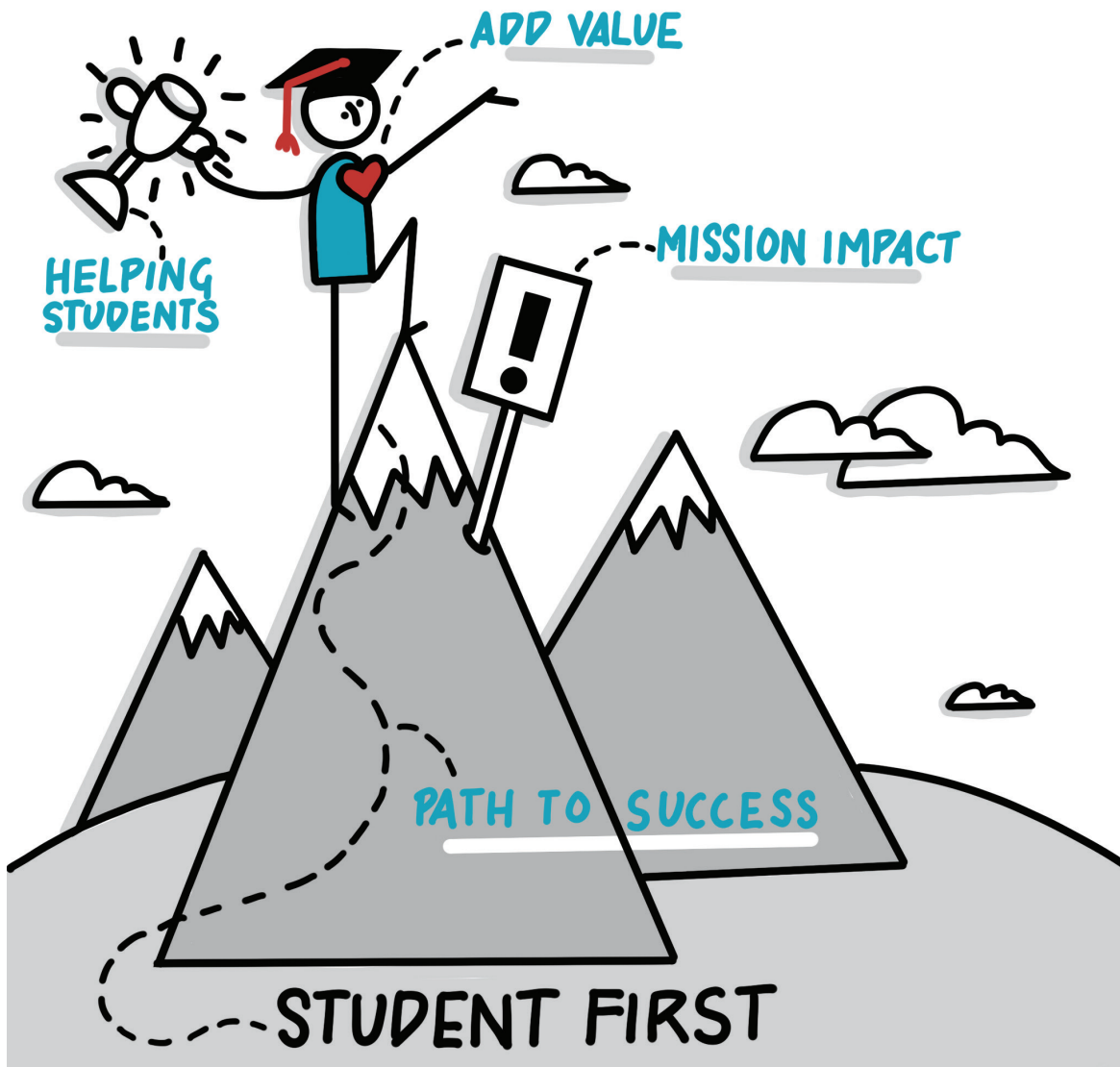




LITERACY  
SERVICES



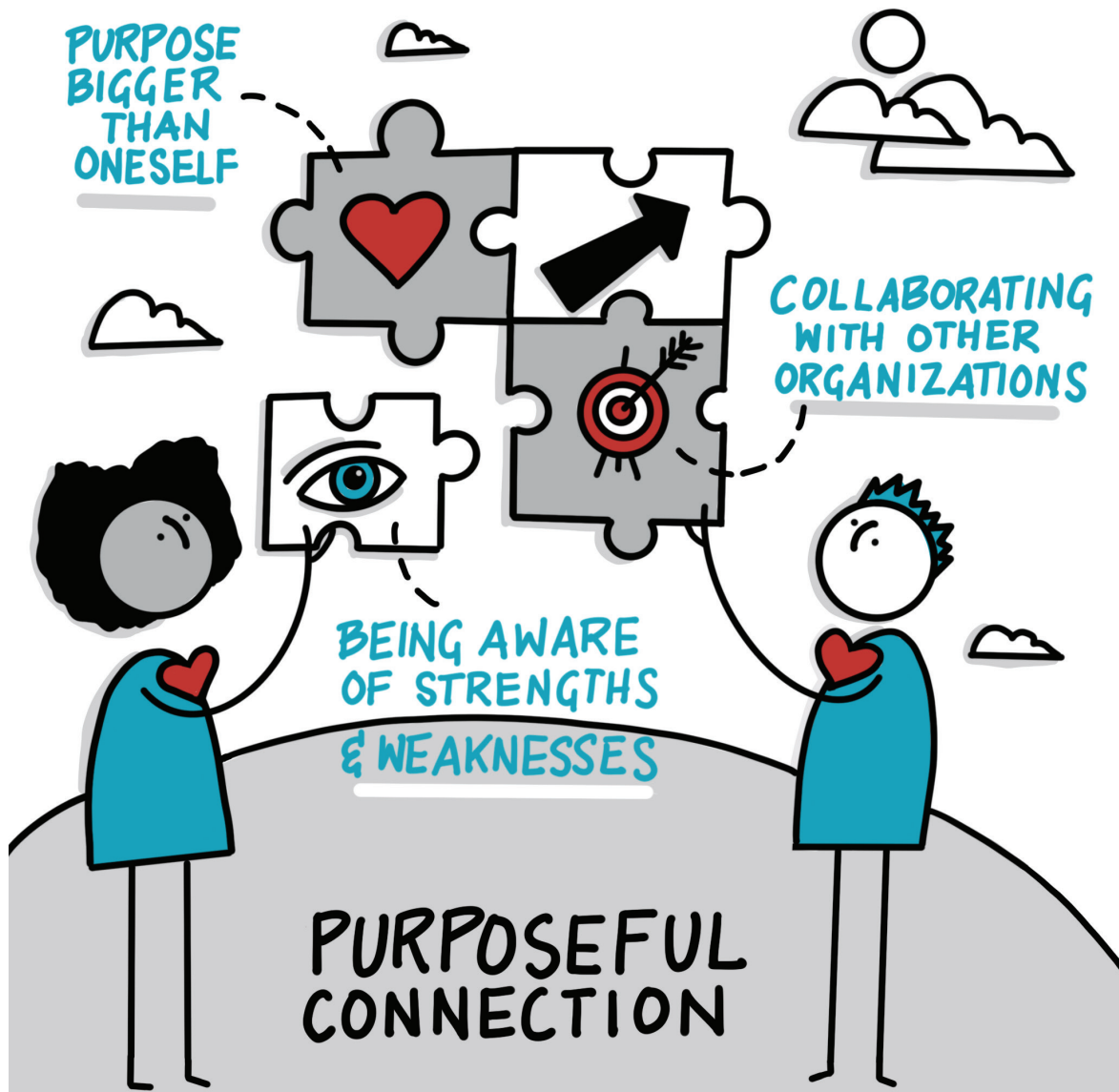


# Student First

*We believe that every decision should start with student success in mind. We foster student empowerment in the educational process and commit to recognizing students as individuals while prioritizing their distinct needs, interests, and goals over all other factors.*

## CORE BEHAVIORS

- Having mission impact and student needs front and center of everything we do
- Helping students to the best of our/your ability
- Focusing on activities that add value to our students
- Ensuring mutual clarity and alignment when discussing goals with LSW students, colleagues, partners, volunteers, and tutors



# Purposeful Connection

*We commit to deliberate collaboration and thoughtful connection with partners, donors, colleagues, volunteers, and students. Through common purpose and partnership, we seek to honor our mission, expand access to resources, and amplify our community impact.*

## CORE BEHAVIORS

- Intentionally partnering for a purpose bigger than oneself
- Collaborating with other organizations to increase mission impact
- Being aware of others' strengths and weaknesses to effectively work toward a common goal



# Honor Diversity and Foster Inclusion

*We believe in excellence! True excellence requires that every individual be able to work and learn in an atmosphere of respect, dignity, and acceptance. We commit to creating an environment where everyone feels welcomed, valued, and appreciated. This includes embracing and demonstrating distinct value for diverse identities, cultural perspectives, and differences in all people.*

## CORE BEHAVIORS

- Intentionally involving and providing equal voice to all
- Proactively seeking ways to help reduce inequity within LSW and our community
- Seeking the input of those that may think differently or have a different background than yourself



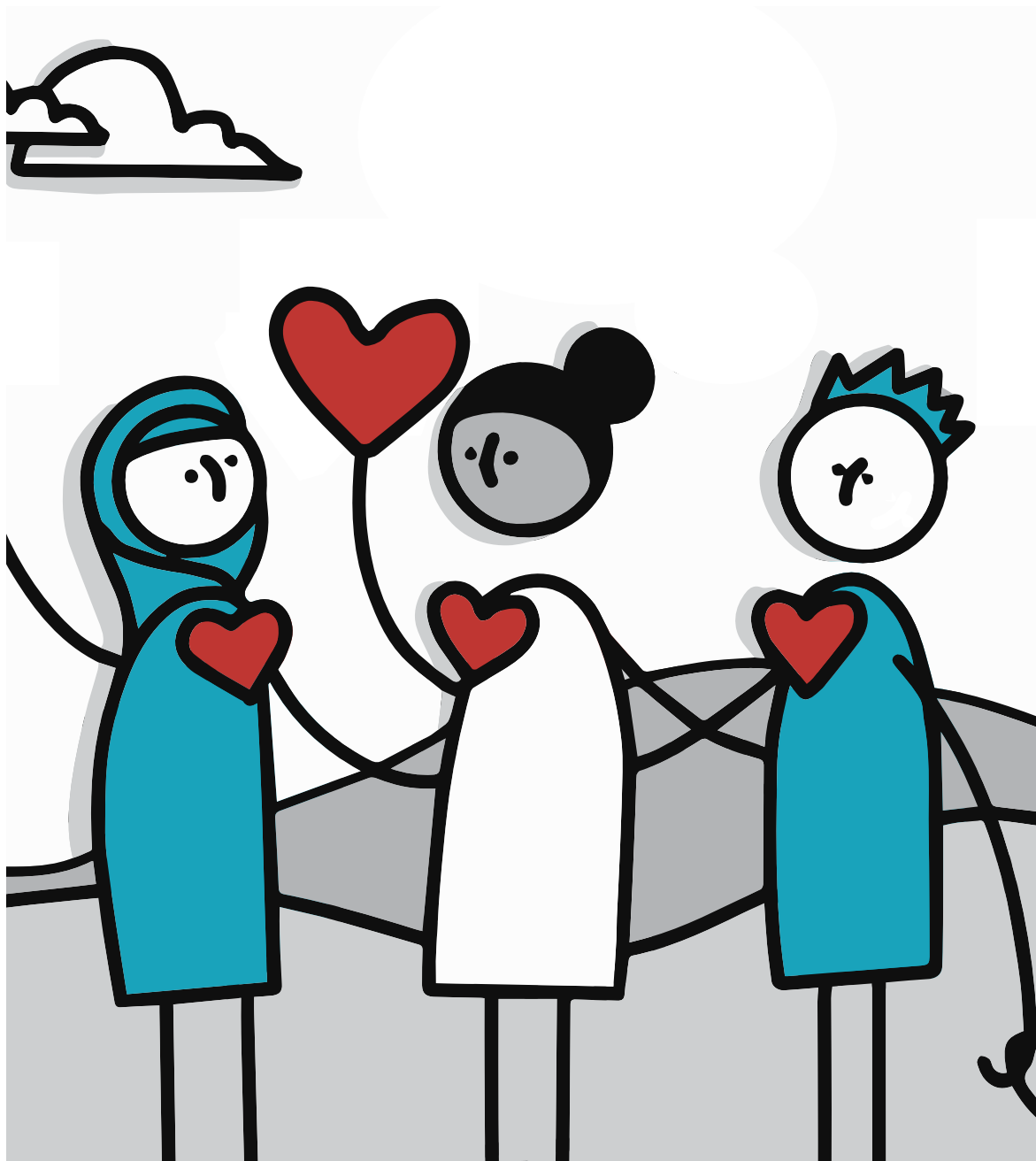


# Courageous Thinking

*We think courageously in order to create an environment of openness, progress, and growth in every aspect of our work. We encourage the drive to express ideas, perspectives, and solutions without being limited by conventions, complacency, or fear.*

## CORE BEHAVIORS

- Ensuring that work is relevant and consistently evolving for the betterment of our students
- Encourage and contribute ideas/resources to achieve a desired result
- Creating a safe space for “No Bad Answers”
- Looking beyond the norm to consider more effective and innovative solutions



# Thank You

- DC Global Group
- Meaningful Marks Graphic Recording
- LSW Taskforce: Adriana Vazquez, Pa Nou Xiong, Chad Knezel, Jim Paetsch, Gil Cubia, Josh Palleon, Flavio Piwowarczyk, and Kerry Leet
- And of course board members, staff, donors, community partners, volunteers, and students who participated